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K#: **4409**

Employer Name: **Honeywell International Inc.**

Location: **MN Minneapolis**

Union: **International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (IBT)**

Local: **1145**

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AGREEMENT

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80 PAGES

Between

2/1/02-1/31/07

HONEYWELL
INTERNATIONAL, INC.

Minneapolis, Minnesota

and

I.B. of T.C., W & H., LOCAL 1145

INDUSTRIAL DIVISION

*

Effective

AGREEMENT

Between

HONEYWELL INTERNATIONAL,
INC.

Minneapolis, Minnesota

and

I.B. of T.C., W & H., LOCAL 1145

INDUSTRIAL DIVISION

*

Effective

Midnight

January 31, 2002

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AGREEMENT Between HONEYWELL INTERNATIONAL, INC. AND TEAMSTERS LOCAL 1145

This Agreement hereinafter called "The Agreement", entered into this 1st day of February, 2002, by and between Honeywell International Inc., hereinafter called the "Company" and I.B. of T.C.W., & H., Local 1145, a union of Honeywell employees, hereinafter called the "Union", conclude the Negotiations between the Company and the Union entered into pursuant to Article XXXII, and the notices given thereunder, of the Collective Bargaining Agreement between the parties which became effective February 1, 1998.

WITNESSETH:

In consideration of the mutual promises and covenants contained herein, the parties agree as follows:

ARTICLE I – RECOGNITION

Section 1. The Company recognizes the Union as the duly authorized and sole collective bargaining agency for all its hourly paid employees in Minneapolis and St. Paul and their suburbs including among others employees in:

1. Assembly Departments
2. Manufacturing Departments
3. Maintenance
4. Tool Departments
5. Aero Production Departments
6. Inspection
7. Warehouses
8. Materials Handling
9. Shipping
10. Receiving
11. Packing
12. Factory Timekeepers
13. Cafeterias
14. Photo Lab
15. Engineering Model Shops
16. All Factory Administrative Assistants responsible to the Supervisor in charge of hourly paid employees; excluding Department Supervisors, Supervisors, technical assistants, planning assistants, guards, identification specialists, receptionists, employees whose duties place them in confidential relationship with management and all salaried employees of the Company.

ARTICLE II – STRIKE AND LOCKOUT

Section 1. The Union and those it represents agree that they shall not cause or participate in, directly or indirectly, any strike, slowdown, or stoppage of work so long as the Company abides by the arbitration decisions issued in accordance with the terms of this Agreement. Employees shall not be required to produce goods normally produced in a struck plant unless such goods are normally produced by the Company in plants covered by Article I or are needed to complete other products made by the Company in plants covered by Article I.

Section 2. The Company agrees that there shall be no lockouts so long as the Union and those it represents abide by the decision of the Arbitrator issued in accordance with the terms of this Agreement.

ARTICLE III – UNION BUSINESS AND ACTIVITY

Section 1. All business between the Company and the Union, except the adjustment of grievances as hereinafter provided for, shall be discussed between the authorized representatives of the Company and the authorized representatives of the Union. The Company and the Union shall keep each other currently advised of their authorized representatives.

Section 2. The Company agrees to give the full-time Union paid Business Agents and Secretary-Treasurer of the Union permission to enter the Company's plants covered by Article I at any reasonable time for the investigation or handling of grievances. Upon seeking admission to a plant, the Business Agents and Secretary-Treasurer shall sign the visitors' register indicating the department or departments to be visited. Upon entering a department, such Business Agents and Secretary-Treasurer shall first contact the Department Supervisor or leave word at the Supervisor's desk and inform him/her of the reason for their visit.

Section 3. The Union shall not engage in any Union business during working hours except for the investigation and adjustment of grievances in accordance with the procedure set forth in this Agreement. In such investigation and adjustment of grievances, it is understood that Union Committees and Stewards' activities shall not seriously interfere with production.

Union representatives on the Company payroll, upon receiving prior clearance from an authorized Company representative, may take time off without pay for legitimate outside Union business provided such time off shall not materially interfere with production.

The Union shall not conduct meetings on Company property except in an emergency situation in which case meetings may be held upon approval of the authorized Company representative.

The Company shall advise the Union of its authorized representatives for the purpose of this Section 3.

Section 4. The Company shall not discriminate against any employee on the basis of arbitrary or capricious action or by reason of age (except by agreement of the parties as permitted by law), sex, race, religion, color, national origin, or on the basis of disability in violation of applicable statutes, membership in the Union or Union activities authorized by the terms of this Agreement. The Company or its employees shall not engage in anti-Union activities which in themselves create discord or lack of harmony.

Section 5. Members of the Bargaining Unit shall not distribute literature in working areas of the plants at any time, or engage in solicitations of any type, within the Company's plant(s) during working time excluding lunch and break periods. There shall be no collections within the Company's plant(s) except by mutual agreement of the Company and the Union.

ARTICLE IV – HEALTH AND SAFETY

Section 1. The Company agrees to do everything reasonable necessary to create and maintain healthy and sanitary working conditions in the plant and to provide adequate toilet facilities. Machinery and equipment furnished by the Company shall meet all required legal standards of safety and sanitation. No employee shall be expected or permitted to work on machines or under conditions which constitute an unreasonable health or safety hazard for the type of work involved.

Section 2. An employee sent home or sent for medical attention by reason of physical injury occurring while at work shall be compensated for the regular hours of work lost but not beyond the end of the employee's shift during the day on which the accident occurred. In the event, the Minnesota Workers' Compensation Division, under the provisions of the Minnesota Workers' Compensation Law, determines that an employee has suffered a permanent partial occupational disability which was caused by an illness or accident occurring while the employee was at work, the Company and the Union shall agree upon the job assignment of such employee when he or she returns to work. When an employee is partially disabled by reason of occupational illness or accident occurring while at work which disability prevents the employee from performing a job to which the employee is entitled, the Company and the Union representative and the employee shall discuss the job assignments of such employee upon his or her return to work.

Section 3. Departmental Safety Committees shall be established on the following basis:

- A. **First Shift:** In each department with more than fifty (50) employees the Departmental Safety Committee shall be composed of four (4) representatives from the department, two (2) from the Company and two (2) from the Union. Departments which have less than fifty (50) employees, shall have a Safety Committee composed of two (2) representatives, one (1) from the

Company and one (1) from the Union.

- B. **Second and Third Shifts:** In each department, a Safety Committee composed of two (2) representatives, one (1) from the Company, and one (1) from the Union shall be established. The Union representative(s) shall be selected by the Union Committee from the floor.

Safety Committees shall not be established to cover departments in more than one (1) building.

A departmental Safety Committee may shut down a machine or operation which a majority of the entire committee agrees is unsafe.

Section 4. Each plant/location will establish a Joint Labor/Management Committee consisting of the Plant/Location Manager, Plant/Area Steward, Safety Engineer or Safety Director.

The Overall Joint Labor/Management Steering Committee will continue to maintain responsibilities in the safety area.

Department safety committees will summarize the results of their monthly safety tours and provide a quarterly report to the Plant/Location committee.

The Maintenance Department will report the results of periodic facility and equipment preventive maintenance safety checks to the Plant/Location committee.

The Plant/Location committees will resolve priority conflicts and periodically establish special emphasis themes, such as machine guarding, speed rack safety, etc.

The Plant/Location committees will make an annual presentation during the month of May on the status of the safety activities and future plans to the Overall Joint Labor/Management Committee.

ARTICLE V – UNION SECURITY

Section 1. All present employees who are members of the Union on the execution date of this Agreement shall remain members of the Union in good standing as a condition of employment. All present employees who are not members of the Union in good standing on the execution date of this Agreement, and all new employees hired thereafter shall, as a condition of employment, become members in good standing of the Union within 31 days following the execution date of this Agreement or date of employment, whichever is later, and shall remain members in good standing as a condition of employment.

After a new employee is hired but before the new employee reports to work, the Company shall direct the new employee to the Union Hall for the purpose of being provided with an application for Union membership. The Company agrees to discharge from its employ any employee who fails to maintain membership in good standing in the Union. Such employee shall be discharged within three (3) working days after receipt

of written notice from the Union requesting discharge of the employee.

For purposes of this Article V, membership in good standing in the Union shall not be lost except by failure of the employee to tender periodic membership dues and initiation fees uniformly required of all members of the Union as a condition of acquiring or retaining membership in the Union.

Section 2. If an employee alleges that he or she has been discharged contrary to the provisions of this Article V the questions shall be regarded as a grievance and submitted to the grievance procedure as set forth in Article XV of this Agreement.

Section 3. The Union may furnish each new employee with an "Authorization for Union Deductions" in the form approved by the International Union. The local Union will inform the Company of the amount to be deducted. Upon receipt of this form, the Company shall deduct from the employee's wages an amount equal to the initiation fee and/or monthly dues payable by the employee to the Union. The Company shall make such deductions monthly and transmit the aggregate sum collected to the office designated by the Union. Upon receipt of individual written authorizations from employees, the Company shall deduct an assessment from their wages and forward the aggregate sum collected to the office designated by the Union. A separate written authorization is required for each assessment.

ARTICLE VI – HOURS

Section 1. The regular work day shall not exceed eight (8) hours. The regular work week shall not exceed forty (40) hours consisting of five (5) eight (8) hour days, Monday through Friday. The payroll week and work week shall commence with the start of the third shift Sunday night and end with the close of the second shift the following Sunday night.

Section 2. Hours of work in excess of eight (8) hours per day or forty (40) hours per week or work performed on Saturday shall be considered overtime work and shall be paid for at a rate of time and one-half an employee's regular straight time hourly rate.

Section 3. Consecutive hours of work in excess of twelve (12) per day or work performed on Sunday shall be considered overtime work and shall be paid for at double the employee's regular straight time hourly rate.

Section 4. Double time shall be paid for work performed on the following holidays: Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the Friday following Thanksgiving Day, Christmas Day, the day preceding Christmas Day, New Year's Day and 3 floating holidays. If an employee performs work on the day any of the foregoing holidays are observed and he or she is entitled to holiday pay for such holidays under Section 1 of Article X, he or she shall be paid his or her holiday pay of eight (8) hours at his or her regular straight time hourly rate in addition to his or her double time pay provided for in this Section 4.

Section 5. The term "first shift" shall include all shifts starting at or after 6:00 A.M. but not later than 10:59 A.M. The term "second shift" shall include all shifts starting at 11:00 A.M. but not later than 5:59 P.M. The term "third shift" shall include all shifts starting at 6:00 P.M. but not later than 5:59 A.M. An employee who is scheduled to work the second or third shift shall not be denied the applicable shift premium because he or she is required to begin work prior to the start of his or her scheduled shift. (Effective 2-1-88).

Section 6. The company shall determine the number of shifts which are required in a department or in groups within a department in order to meet production schedule requirements. The Company shall determine if and when overtime will be worked and the amount of overtime to be worked. It is the Company's policy that under normal circumstances non-bargaining unit employees shall not perform the normal work of bargaining unit employees.

Paid lunch periods shall be granted to employees in a department or in groups within a department only when the eight (8) hour pay guarantee specified in Section 7 of this Article requires.

It is understood that when employees of one department or transfer agreement are assigned to work in different plants, the shift hours worked by a group in one plant shall have no effect on such employees assigned to other plants (Effective 8-1-88).

Section 7. An employee required to and who reports for work but who is assigned no work shall receive four (4) hours pay in lieu thereof. An employee required to and who reports for work on a regular work day, Monday through Friday, but how is assigned work shall receive eight (8) hours work or eight (8) hours pay in lieu thereof. However, the four (4) hour guarantee and eight (8) hour guarantee provided for in this section shall not apply if work is not available because of circumstances beyond the reasonable control of the Company, such as, but not limited to, fire, explosion, flood, or interruptions in the supply of power, heat, gas, water, or electricity or labor disputes to which the company is not a party.

Under the provisions of this Section 7 and notwithstanding any other provisions of this Agreement or any agreement collateral thereto, the Company may assign an employee any available work during the balance of a regular work day in which the employee's regular work is not available or is insufficient to complete the day.

This Section 7 shall not apply to part-time employees, or to employees assigned to jobs covered by Appendix B, Section 2, Subsection C.

Section 8. An employee who is called in or called back for emergency work outside of his or her regular working hours shall receive four (4) hours' work or four (4) hours' pay in lieu thereof. Pay for emergency work under this Section 8 shall be computed at time and one-half except for work performed under this Article VI, Sections 3 and 4.

Section 9. If the Company posts a written notice on the appropriate bulletin board not less than two (2) working days in advance of the time

scheduled for overtime work and the employee affected fails to notify the company with sound reasons for not working, within one (1) working day following the posting of the Company notice he or she shall report for overtime work as though it were a regular day. Work paid for at a double-time rate shall be optional. Employees shall not engage in a concerted or collective refusal to work overtime.

Section 10. The distribution of overtime work shall be worked out in each department between the Union and the Company. The Company shall distribute overtime equitably with due consideration being given to seniority. Overtime work need not be distributed between plants nor shall the Company be required to train employees on overtime work.

Section 11. Employees may be assigned work which is necessarily supplemental to the performance of their jobs. (Effective 8-1-88).

Section 12. Employees may be temporarily moved on the same shift within a plant to meet production requirements. The Company will inform the affected departmental committee(s) when such moves occur. (Effective 8-1-88).

ARTICLE VII – WAGES

Section 1. The following shift bonus shall apply to all employees working second or third shift:

Labor Grade	2 nd Shift	3 rd Shift
11	\$.26	\$.37
10	.27	.38
9	.28	.40
8	.30	.42
7	.31	.44
6	.32	.46
5	.33	.48
4	.34	.49
3	.35	.52
2	.38	.56
1	.40	.60
Over Labor Grade 1	.41	.61

Shift bonus shall be provided for each of the jobs covered by Sections 2,3, and 4 of Appendix B in an amount equal to the bonus assigned to the respective labor grade listed in Section 1 of Appendix B to which the applicable rate of the job under this Agreement is closest. The terms "second shift" and "third shift" as used in this Section shall be those shifts defined in Section 5 of Article VI. The bonus provisions of this Section 1 shall not apply to regular day shift employees working overtime. (Re: Arb. Award 5305 Oct. 14, 1966).

Section 2. Wage rates contained in Appendix B attached hereto and are made a part of this Agreement.

ARTICLE VIII – SENIORITY

Section 1. The Company and the Union agree that seniority shall be governed by the rules set forth in Appendix A attached hereto, provided, however, such seniority rules may be changed from time to time by agreement of the Company and the Union.

ARTICLE IX – VACATIONS

Section 1. Employees who accumulate less than one (1) year of seniority on or before June 1 of the then current year and who have completed their probationary period on or before June 1 of the then current year; shall accrue vacation credit at the rate of 5/6 day (for this purpose a day shall equal eight (8) hours for full-time employees, and for part-time employees the average daily hours worked during the 52 week period defined in Section 2 below) for each calendar month in which they actually report for work on at least ten (10) days. Vacation pay under this Section 1 shall be computed by multiplying the total number of hours of accrued vacation credit by the straight-time hourly rate the employee received during the last full payroll week prior to June 1 of the then current year.

An employee who has accumulated one year or more of seniority on or before June 1 of the then current year and who earns wages (including vacation pay) in less than 18 weeks during the 52 week period defined in Section 2, below, shall be eligible to receive paid vacation time off under the provisions of this Section.

Section 2. This Section 2 shall cover employees who have accumulated one or more years of seniority on or before June 1 of the then current year and who have earned wages in at least eighteen (18) weeks during the 52 week period defined in Subsection B, below. Such employees shall receive paid vacation time off in accordance with the Vacation Schedule, provided they meet the eligibility requirements of this Section 2. In addition to the paid vacation time off set out in the Vacation Schedule, an employee, who meets the eligibility requirements of this Section 2 and who on the June 1st following the current year would be entitled to an increased amount of paid vacation under the Vacation Schedule because of an increase in his or her accumulated uninterrupted seniority, shall receive 1/12 of such increased amount for each month between the employment anniversary date on which his or her accumulated uninterrupted seniority entitled him or her to an increased amount of paid vacation under the Vacation Schedule and the next June 1st. Such paid vacation time off may be taken, at a time approved by the Supervisor after the employment anniversary date on which the employee became eligible for the increased amount and the following June 1st.

A. Seniority

The seniority eligibility requirement shall be based on the number of years of seniority an employee has accumulated on or before June 1 of the then current year, as set forth in the Vacation Schedule.

B. Earned Wages

In addition to the seniority requirement of Subsection A, above, an employee in order to receive his or her full vacation benefits, as set forth in the Vacation Schedule, must earn wages (including vacation pay) in 36 weeks or more of the vacation year, and an employee who earns wages (including vacation pay) in less than 36 weeks but in at least 18 weeks of the vacation year, shall receive one-half (1/2) vacation benefits, as set forth in the Vacation Schedule.

For the purpose of this Subsection B, the vacation year for 2002-03 shall begin on Monday, May 27, 2002, and end Sunday, May 25, 2003. The vacation year for 2003-04 shall begin on Monday, May 26, 2003, and end Sunday, May 30, 2004. The vacation year for 2004-05 shall begin on Monday, May 31, 2004, and end Sunday, May 29, 2005. The vacation year for 2005-06 shall begin on Monday, May 30, 2005, and end Sunday, May 28, 2006. The vacation year for 2006-07 shall begin on Monday, May 29, 2006, and end on Sunday May 27, 2007.

C. Vacation Pay

The vacation pay which an employee is eligible to receive, under this section 2, shall be computed as a percentage of the employee's average weekly earnings including, in any week in which an employee is paid wages by the Company and paid lost time wages by the Union, such paid compensation by the Union, but excluding all vacation pay and all vacation time taken during the vacation year defined in Subsection B, above. However, the Company must have at least two (2) weeks to compute vacation pay and all vacation time taken during the vacation year defined in Subsection B, above. For this reason, the parties agree that if the period between the end of the vacation year and the start of the vacation time off is less than two (2) weeks, then the vacation year for the purpose of computing average weekly earnings only, shall be a 52-week period up to and including the last full payroll week in May of the then current year. Work weeks in which an employee is temporarily laid off, in accordance with Article XIX, Section 2, shall not be included in computing an employee's average weekly earnings, but such fractional work weeks shall be credited as weeks worked for the purpose of determining vacation eligibility under Subsection B, above.

D. Vacation Schedule

Amt. Of Uninterrupted Seniority Accumulated on or before June 1 (Subsection A)	No. of Weeks Employee Earned Wages During 52-Week Period (Subsection B)	Amount of Paid Vacation Time off	Amount of Vacation Pay Computed as Percentage of Average Weekly Earnings During 52-week Period (Subsection C)
1 year but less than 2 years	36 weeks or more At least 18 but Less than 36 weeks	10 5	200% 100%
2 years but less than 5 years	36 weeks or more At least 18 but Less than 36 weeks	11 5	220% 110%
5 years but less than 7 years	36 weeks or more At least 18 but Less than 36 weeks	12 6	240% 120%
7 years but less than 10 years	36 weeks or more At least 18 but Less than 36 weeks	15 7	300% 150%
10 years but less than 13 years	36 weeks or more At least 18 but Less than 36 weeks	17 8	340% 170%
13 years but less than 15 years	36 weeks or more At least 18 but Less than 36 weeks	18 9	360% 180%
15 years but less than 20 years	36 weeks or more At least 18 but Less than 36 weeks	20 10	400% 200%
20 years but less than 28 years	36 weeks or more At least 18 but Less than 36 weeks	25 12	500% 250%
28 years or more	36 weeks or more At least 18 but Less than 36 weeks	30 15	600% 300%

Section 3. Employees shall take time off equal to their vacation allowance during a vacation period beginning on June 1 of the then current year and ending on May 31 of the following year, with the dates for this time off to be approved by the Department Supervisor with seniority considered; provided that an employee entitled to more than ten days vacation in a vacation year may carry over from the then current vacation year to the next following vacation year, the number of days to which he or she is entitled in excess of ten (10), to a maximum of five (5) days.

Vacation may, with the prior approval of the Departmental Supervisor, be taken in the first two weeks following June 1 of the then current year without an intervening return to work from vacation time off taken in the previous year. Pay for any vacation time taken in the first two weeks following June 1 shall be estimated at 40 hours per week for full-time employees and at the regularly scheduled hours of work of a part-time employee, at the employee's current straight time rate and paid as provided in Section 5 of this Article IX. Upon an employee's return to work, the vacation pay for such time off shall be recalculated and any adjustment shall be reflected in the employee's pay not later than the third pay period following his or her return to work. (Effective 2-1-88).

An employee on vacation who is otherwise eligible for pay under the provisions of Article XXVI - Funeral Pay may schedule the amount of vacation days lost thereby at a later date. (Effective 2-1-88).

Section 4. If an employee on layoff or leave of absence on June 1

requests his or her earned vacation pay it will be paid upon request. Employees on layoff or leave of absence on June 1 who do not request their earned vacation pay will be allowed to take their unused vacation upon being recalled from layoff or returning from leave of absence. If the employee is not recalled or does not return from leave of absence by the following June 1, the earned vacation will be paid on such date.

Employees who become terminated shall receive all accrued vacation pay not previously paid.

Section 5. Employees entitled to paid vacation may receive their vacation checks on the last working day prior to any scheduled full week of vacation by submitting a written request to their Supervisor at least ten (10) working days in advance. Employees who are authorized by the Supervisor to take less than a full week of vacation time off shall receive pay for such time on the next regular pay day following their return to work from such vacation time off.

ARTICLE X - HOLIDAY PAY

Section 1. Employees who complete thirty (30) working days before a holiday occurs and who work during a work week in which a holiday is observed under this contract shall receive eight (8) hours pay at their straight time hourly rate, including applicable shift bonus, for the following holidays: Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the Friday following Thanksgiving Day, Christmas Day, the day preceding Christmas Day and New Year's Day and three (3) floating holidays as scheduled by the Company. Honeywell will meet with the Union toward the end of each year and indicate which days will be observed as the floating holidays for the coming year. The desires of the Union will be taken into consideration when setting the floating holidays. The holiday benefits provided for eligible employees in this paragraph on the day preceeding Christmas Day, shall be provided for the Friday preceding Christmas Day when Christmas Day occurs on Saturday, Sunday, or Monday.

During 2002 the following Holiday Schedule will be observed:

The Holidays Are:

New Year's Day
Good Friday
Memorial Day
Floating Holiday
Independence Day
Floating Holiday
Labor Day
Thanksgiving Day
Day After Thanksgiving
Floating Holiday
Christmas Eve Day
Christmas Day

Date Observed:

Tuesday, January 1
Friday, March 29
Monday, May 27
Wednesday, July 3
Thursday, July 4
Friday, July 5
Monday, September 2
Thursday, November 28
Friday, November 29
Monday, December 23
Tuesday, December 24
Wednesday, December 25

Section 2. Employees eligible for holiday pay as provided in Section 1 above, who are on vacation or absent from work by reason of inventory shutdown shall receive their holiday pay together with their next paychecks.

Section 3. Employees shall receive their holiday pay, less applicable Workers' Compensation Benefits, for any holiday set forth above which falls within the first two (2) weeks of an absence due to an occupational illness or accident occurring while at work; provided, they are otherwise eligible for holiday pay as provided in Section 1 above.

ARTICLE XI – PROBATIONARY PERIOD

Section 1. New employees shall serve a probationary period which shall consist of forty-five (45) days actually worked during which period they shall have no seniority and may be discharged with or without cause. Upon satisfactory conclusion of the probationary period, the employee's seniority shall date back to the date of last employment.

Employees who may be transferred by the Company during their probationary period to another transfer agreement prior to completing thirty (30) days actually worked and without a lapse of employment shall have their probationary period extended from date of each such transfer for an additional forty-five (45) days actually worked. During such additional probationary periods, they shall have no seniority and can be discharged with or without cause. An employee transferred one or more times during his or her probationary period and who completes an extended probationary period under this paragraph shall have his or her seniority date back to the date of last employment.

Employees who have completed thirty (30) or more days actually worked of their probationary period shall not have their probationary period extended if they are transferred by the Company during their probationary period to another transfer agreement.

Partial days worked, for the purpose of this Section 1 only, shall be credited as full days worked.

Section 2. If business conditions require a reduction in employee hours of work, probationary employees affected who have completed more than thirty (30) working days of the forty-five (45) working day probationary period provided for in this Article XI may be laid off, provided the Company shall not be required to lay off such employees in seniority order. The parties agree that this shall in no manner circumscribe the Company's right to discharge probationary employees with or without cause at any time during the forty-five (45) working day probationary period.

Section 3. Probationary employees laid off under the provisions of Section 2 above shall continue to accumulate seniority and shall be eligible for recall, subject to the provisions of Section 5 below; provided, that upon recall such probationary employees shall serve a probationary period of thirty (30) days actually worked. During such probationary period they may be discharged with or without cause. Upon satisfactory conclusion of this probationary period, the employee's seniority shall date back to the date of last employment.

Probationary employees laid off for lack of work in accordance with the provisions of this Article shall be recalled in accordance with the provisions of the second paragraph of Section 4, Article XIX of this agreement.

Section 4. The Company will not be financially liable for back pay claims which may arise through errors in administering this Article XI, Sections 2,3,4, and 5, unless the employee properly presents himself or herself in person to the appropriate person in the Human Resource Department and is refused a recall at that time to which the employee is otherwise entitled under this Article XI, Sections 2,3,4, and 5.

Section 5. A probationary employee accumulating seniority in accordance with the provisions of this Agreement shall lose such cumulative seniority if the employee:

- A. Resigns voluntarily,
- B. Is discharged for just cause,
- C. Is terminated in accordance with the provisions of this Agreement,
- D. Is not recalled prior to the expiration of twelve (12) months from the date of such layoff, or
- E. Fails to report within three (3) working days after notice to report has been sent by registered mail to the employee's last address according to the Company's records, and he or she does not give a satisfactory reason for failure to report.

ARTICLE XII – LEAVES OF ABSENCE

Section 1. Leaves of absence of up to sixty (60) days may be granted to employees by the Company for legitimate reasons provided the

requirements of the operations permit. The request for the leave shall be in writing with a full statement of the reasons on which the request is based. Where a leave is granted which requires travel outside of the North American Continent, additional time may be granted not to exceed reasonable travel time. Employees accepting employment elsewhere during leaves granted under this Section shall be terminated. Exceptions to this Section may be made by mutual agreement of the Company and the Union.

Section 2. When an employee requests a leave of absence for reasons of health such leaves shall be granted for a period not to exceed that medically required for his or her recovery, provided the employee presents evidence satisfactory to the Company of the need for such leave. Such leaves may be extended upon application therefor to the Company.

Employees who receive a leave of absence under the provisions of this Section 2, for reason of non-occupational sickness or injury shall earn service credit for pension purposes up to the length of time such an employee would retain his or her seniority on layoff under the provisions of Appendix A, Section 1, Subsection (d).

Section 3. A Leave of Absence of up to four (4) months shall normally be granted upon request of a pregnant employee for childbirth. The leave may begin two (2) months prior to the anticipated delivery date or earlier if medically required. The employee must return to work at the conclusion of the leave unless she is granted an extension.

The employee shall be granted an extension of leave for the period medically required for her recovery, provided the employee presents satisfactory evidence of the need for such leave. The period of the leave during which the employee is disabled from working shall be medical leave and subject to the provisions of Section 2 of this Article XII. All other portions of the leave shall be personal leave.

Written notice from a licensed physician must be furnished to the Company a reasonable time in advance of the expected delivery date. An employee must return to work at the end of her leave or any authorized extension.

Upon written request an employee may be granted personal leave of absence of up to sixty (60) days for maternity or child care reasons before and after her delivery under the provisions of Section 1 of this Article XII even though she is physically able to perform her job. Such personal leave ends when the employee is placed on maternity leave, returns to work, or the maximum sixty (60) day period is reached and is in addition to her maternity leave under this Section 3, Article XII.

A woman who is totally disabled because of maternity will receive Weekly Indemnity benefits for the period of her disability to a maximum of twenty-six (26) weeks whether payments begin before or at the time of delivery. Additionally, a woman who becomes disabled as a result of injury or sickness, entirely unrelated to her maternity related disability, occurring within six (6) months after the date of her delivery will receive

Weekly Indemnity benefits for the duration of her new unrelated disability for a maximum period of twenty-six (26) weeks. This period will begin with the first day of the accident or, in the case of illness, the earlier of the eighth day of the new disability or the first day of hospitalization, resulting from the new unrelated disability.

The leave of a woman who is not disabled but is on unpaid maternity leave prior to delivery granted under this Article XII, Section 3 of the Collective Bargaining Agreement who becomes totally disabled by injury or sickness will receive Weekly Indemnity benefits as provided by the plan for the duration of such total disability, for a maximum period of twenty-six (26) weeks beginning with the start of such payments.

In no event will duplicate payments be made for any week in which an employee is totally disabled by two or more causes, such as maternity and an accident. The payment of Weekly Indemnity benefits for a second disability will not extend the maximum twenty-six (26) week period for which benefits are payable for a previous disability. Thus, for example, a maternity disability occurring in the 25th week of payment of benefits for disability resulting from an accident will not postpone expiration of the twenty-six (26) week maximum period for payment of benefits for the accident disability. Rather the woman would receive benefits only for so long as she was unable to work because of her maternity disability, to a maximum of twenty-six (26) week period.

Employees who have been continuously employed for at least twelve months for not less than 1,250 hours may be granted up to twelve weeks of unpaid leave in each twelve month period for the:

- birth or care of a child or placement for adoption or foster care with the employee.
- Care of the employee's spouse, child (birth, adopted, or foster), father or mother, who has a serious health condition.
- Employee's serious health condition which makes the employee unable to perform the function of his or her job.

Section 4. An employee elected or appointed to a position with the Union which takes the employee from the employment of the Company shall upon written request by the Union, receive a leave of absence for the period of his or her service for the Union, but not to exceed one (1) year provided such leaves do not materially interfere with the operation of the employee's then department. Not more than eleven (11) employees shall be granted such leaves concurrently; provided the Company and the Union may mutually agree to grant additional such leaves. Such employee shall, upon written request, be reinstated in work generally similar to that in which the employee was engaged last prior to his or her leave of absence, and the employee's seniority shall accumulate throughout the period of such leave. A leave of absence may be extended for an additional period by mutual agreement of the parties.

Employees returning from a leave of absence granted under this Section 4 shall be reinstated in the same manner as other employees returning from a leave of absence in excess of thirty (30) days.

Time spent on a leave of absence granted to an employee under the

provisions of this Section 4 shall be regarded as credited service for the purposes of retirement or other benefits under the provisions of the Honeywell Pension Plan; provided, however, if an employee was granted such a leave of absence that terminated prior to February 1, 1970, the time spent on such leave will be regarded as credited service only if the employee has remained in the continuous employment of the Company from the date such leave terminated up to February 1, 1970.

Section 5. Upon written request of the Union, leaves of absence for the purpose of attending Union meetings and conferences or legitimate Union business shall be granted to employees, not to exceed thirty-five (35) employees in the aggregate provided such leaves do not materially interfere with production. No more than five (5) employees from any one shift in any one department may be granted such leaves concurrently. Leaves of absence will not be granted under the provisions of this Section 5, for the purpose of attending National, State, District or County Union conventions.

Section 6. Upon written request of the Union, with at least five (5) days advance notice, leaves of absence shall be granted by the company for the purpose of attending a bona fide National, State, District or County convention of the Union with which Local 1145 is affiliated. Not more than one (1) representative for each one hundred (100) employees shall be granted a leave under this Section; provided such leaves shall not materially interfere with production.

Section 7. An employee who has been employed by Honeywell for a period of two (2) years or more may be granted an educational leave of absence of not less than three (3) months nor more than two (2) years provided the requirements of the operation permit. In order to qualify for such leave, the employee must be a full-time student at an accredited school or institution. The request for leave shall be in writing with a full statement of the reasons on which the request is based. (Effective 2-1-88).

Section 8. Employees granted a leave of absence under any of the Sections of this Article XII must either extend such leave or be reinstated on or before the expiration of said leave. Failure of an employee to do so shall subject the employee to disciplinary action including discharge in accordance with Company rules. Requests for extensions of a leave of absence may be granted only in accordance with the provisions of the Section of Article XII which is applicable to the particular leave of absence involved.

Section 9. The Company shall notify the Union once each week in writing of leaves of absence granted or denied and the Union shall have the right to raise as a grievance any question concerning the propriety of the granting or denials of a leave of absence in cases wherein discrimination is alleged to exist.

ARTICLE XIII – MILITARY AND PEACE CORPS SERVICE AND REINSTATEMENT

Section 1. Any employee who leaves his or her employment with the Company to enter the Armed Forces of the United States and who has legal reinstatement rights, or leaves his or her employment with the company to enter the Peace Corps, shall be entitled to the benefits of this Article.

Section 2. Veterans who have been honorably discharged from the Armed Forces shall upon reinstatement, be entitled to the benefits accorded by Governmental Legislation, together with interpretations thereof, and such amendments as may be mutually agreed to by the parties.

Section 3. Employees shall, while in the service, retain and continue to accumulate seniority, provided they seek reinstatement with the Company within ninety (90) days following honorable discharge.

Employees shall, while in the Peace Corps for no longer than four (4) years, retain and continue to accumulate seniority, provided they seek reinstatement within ninety (90) days following their release.

Section 4. The vacation benefits of an employee reinstated under the provisions of this Article XIII shall be as follows:

- A. For the purposes of vacation eligibility, military or Peace Corps service shall count as seniority and as weeks in which wages were earned.
- B. The amount of vacation benefit which a reinstated employee may receive shall be determined in accordance with Article IX, subject to the limitations set forth in this Section 4.
- C. An employee reinstated before December 31 of the then current year shall have an option to receive paid vacation time off, at a time mutually agreeable to the employee and his or her supervisor or to receive vacation pay in lieu of paid vacation time off.
- D. An employee reinstated on or after January 1 shall receive his or her paid vacation time off, in accordance with Article IX.
- E. Employees who enter the Armed Forces or Peace Corps, and are reinstated during the same vacation year shall not receive more total paid vacation benefits than they would have received had they remained in the employ of the Company.

Section 5. The foregoing sections of this Article are subject to change by Governmental Legislation or interpretations of existing or future legislation.

Section 6. Any employee who is a member of the National Guard or a member of a reserve unit of the Armed Forces of the United States, who is required to leave work for annual military training, shall be paid the difference between the employee's straight time hourly wages and total military pay for regularly scheduled work time lost for the time he or she is on such leave to a maximum of two weeks a year.

ARTICLE XIV - UPGRADING DOWNGRADING AND HIRING

Section 1. When a job opening occurs, it will be posted throughout the bargaining unit and any employee may bid on it subject to the transfer agreement applicable to the job. Any employee who chooses to move between transfer agreements will be frozen for twelve months from the date of transfer. These provisions apply to both appointive and non-appointive jobs.

Jobs will be awarded to eligible qualified bidders on the basis of bargaining unit seniority provided:

- A. The employee has sufficient ability to satisfactorily perform the job after fair trial, and
- B. The employee is physically capable of performing the job.

In the event a job opening occurs in the skilled trades, or in occupations requiring specialized education and background, employees may be upgraded out of seniority order provided, (1) employees with greater seniority, who are bypassed, do not possess the trade skills or the specialized education and background required for the job opening, and (2) production schedule requirements do not permit sufficient time to train an employee who would otherwise be upgraded to such openings. It is understood that employees upgraded out of seniority under this paragraph must possess the trade skills or the specialized education and background required for the job opening.

In the event a job opening occurs in the skilled trades or in occupations requiring specialized education and background, employees may be hired directly into such openings provided (1) there are no qualified employees who possess the trade skills or the specialized education and background required for the job opening, and (2) production schedule requirements do not permit sufficient time to train an employee who would otherwise be upgraded to such opening. It is understood that employees hired directly into such job openings must possess the trade skills or the specialized education and background required for the job opening. (Effective 8-1-88).

Section 2. When employees are to be downgraded they shall be downgraded within their transfer agreement on the basis of seniority, with the youngest employee being downgraded first; provided employees with lesser seniority may be retained out of seniority order if employees with more seniority do not meet the requirements of Section 1 above (Effective 8-1-88).

Section 3. Appointments to group leader jobs, line leader jobs, and setup jobs shall be the responsibility of the Company. Seniority of qualified employees will be one of the factors considered. This shall not be interpreted to mean that seniority shall be the controlling factor. The Company agrees to discuss with the appropriate Union committee the selection of an employee to fill such jobs before appointing an employee to the job.

ARTICLE XV - GRIEVANCES

Section 1. A grievance is any controversy between the Company and the Union (or between the Company and an employee covered by this Agreement) as to (1) interpretation of this Agreement, (2) a charge of violation of this Agreement, or (3) a charge of discrimination involving wages, hours, or working conditions resulting in undue hardships.

Section 2. Grievances as defined in Section 1 above shall be settled in the following manner and the steps set forth must be followed in the order listed and within the time limits prescribed.

Step 1. The grievance shall be orally presented to the Supervisor by the aggrieved or the departmental committee within a reasonable period of time after it arises. The departmental supervisor and committee will make a fair and reasonable effort to settle the grievance in Step 1. Not more than eight (8) employees including the Union departmental committee shall participate in presenting grievances under this Step 1. No settlement in this Step 1 shall be made in violation of this Agreement.

If a settlement is not reached within two (2) working days after oral presentation to the Supervisor the grievance may be referred to Step 2.

After receiving a final reply from the Supervisor, grievances to be referred to Step 2 shall be reduced to writing by the departmental committee with a clear statement of the issues involved and relief sought. Grievances thus reduced to writing shall be presented to the Supervisor who shall promptly transmit the written grievance to the Labor Relations Manager for handling in accordance with Step 2.

Step 2. The Union shall be represented by not more than a total of fifteen (15) persons of which not more than six (6) may be from the then working shift who shall serve as the Union's grievance committee. This committee shall meet with Company representatives within three (3) working days after the written grievance has been presented to the Supervisor. If the meeting is held during working hours, the Company agrees to pay employees for such time up the regular quitting time providing such employees would be normally working at that time.

The time and place for meeting under this Step 2 shall be at the discretion of the Director of Industrial Relations or his or her delegated authority. The Director of Industrial Relations or his or her delegated authority shall prepare a report of the meeting, together with a written disposition of the matter and forward copies thereof to the Union within ten (10) working days after the written grievance has been presented to the Supervisor in accordance with Step 1.

If settlement is not reached in this Step 2 within ten (10) working days after the grievance has been reduced to writing and presented to the Supervisor under Step 1, the grievance may be referred to Step 3. If the grievance is not referred to Step 3 within ten (10) working days after the written disposition of the Director of Industrial Relations or his or her delegated authority has been delivered to the Union, the settlement as set forth in his or her disposition shall be final and binding.

Step 3. Grievances referred to Step 3 shall be discussed between the Business Agent of the Union and the Director of Industrial Relations or their delegated authority. If settlement is not reached within five (5) working days after the grievance has been referred to this Step 3, the grievance may be referred in writing to arbitration (Step 4). The written request for arbitration shall be sent to the Arbitrator with a copy to the other party and shall clearly state the issues involved together with the relief sought. If the grievance is not referred to arbitration (Step 4) within twenty (20) working days after the disposition of the Director of Industrial Relations or his or her delegated authority has been delivered to the Union, the settlement set forth in the disposition shall be final and binding.

Step 4. Not less than ten (10) working days shall elapse from the date of written request for arbitration before a grievance, including discharge cases, shall be arbitrated; provided the parties may mutually agree to exceptions to this provision of Step 4.

It is agreed that Arlen Christenson shall act as Arbitrator. The authority of the Arbitrator shall be limited solely to the determination of the questions as submitted in Step 3, provided that the Arbitrator shall refer back to the parties without decision any matter not a grievance under Section 1 of this Article or which is excluded from arbitration by the terms of Section 3 herein.

The Arbitrator shall have no power to add to, or subtract from, or modify, any of the terms of this Agreement, or any agreement made supplementary hereto.

The Company and the Union shall set the time and place of hearing. Hearing dates will be subject to the approval of the Arbitrator. Whenever possible, hearings will be held at least every 90 days. The Arbitrator's decision shall be final and binding upon the Company, the Union and employees within the bargaining unit. The expense and fees of the Arbitrator shall be borne jointly by the Company and the Union.

Section 3. It is agreed that the following shall not constitute issues for arbitration: (a) supervision and direction of the working force, (b) schedules of production, methods and processes of manufacturing, (c) the terms of a new agreement.

ARTICLE XVI – BULLETIN BOARDS

Section 1. In departments covered by this Agreement the Company will erect bulletin boards in suitable places to be used for the posting of Union notices. Notices shall be restricted to the following types: (a) Notices of the Union's recreational and social affairs; (b) Notices of actions affecting the Union or its members other than political or religious notices or announcements; (c) Notices of Union meetings. All such notices shall be submitted to the Company and approved before they are posted. Approved notices shall be properly posted by the Company. Additional material other than that specified above may be posted with the Company's consent.

ARTICLE XVII – EXISTING BENEFITS

Section 1. The Company shall continue established benefits and provisions which have existed for the welfare of the employees.

Section 2. The Company shall continue to furnish smocks and shop aprons to employees, subject to safety rules, in sufficient quantity for the employee to perform his or her job, with employees contributing to the cost of laundry. Any future increase in the cost of laundering or renting smocks or shop aprons shall be equally divided between the Company and the employees.

ARTICLE XVIII – JURY DUTY

Section 1. Any employee required to serve on a Municipal, County, or Federal jury, shall be paid his or her straight time hourly wages for regularly scheduled work time necessarily lost because of such service without reduction for any jury or travel pay the employee may have received for his or her service on the jury. The employee's regularly scheduled work time necessarily lost because of such service will be considered as time worked for overtime pay purposes.

ARTICLE XIX – LAYOFF, TRANSFER AND DISCHARGE

Section 1. The Company shall have the exclusive right, except as otherwise provided in this Agreement, to lay off and transfer employees for lack of work or other legitimate reason and to discharge employees for just cause.

Section 2. Employees may be laid off for lack of work or other legitimate reasons for temporary periods without prior notice. Such layoffs need not be made in seniority order but in no case may a temporary layoff continue for a period longer than one (1) week. The Company shall make reasonable efforts to avoid such layoffs.

Section 3. In the event of a layoff or surplus, except a layoff under Section 2 above, the Company shall give three (3) days of notice of the layoff, or surplus, or pay in lieu thereof to employees who are at work to receive such notice.

Employees absent from work on the day notice of layoff or surplus is given shall not receive three (3) days notice or pay in lieu thereof; provided a reasonable effort shall be made to notify the departmental committee regarding such employees, but failure to notify the committee shall not result in pay in lieu of notice. In the case of a layoff written notice shall be mailed prior to the effective date of the layoff to employees affected who are on leave of absence or on vacation and the Company must give the departmental committee five (5) days notice of pending layoff.

Contract cancellations resulting in surplus and the displacement of employees by bumping, will not be covered by this Section 3.

Section 4. If business conditions require a reduction in employee hours of work, employees affected shall be laid off in seniority order with the person having the least seniority being laid off first; provided that an employee may be retained out of seniority order if employees with greater seniority do not have the ability to perform the job within a reasonable period of time.

When additional employees are required, employees on layoff shall be recalled in seniority order with the employee having the most seniority recalled first; provided the employee has the necessary qualifications. If there are no qualifications the employee will be recalled if he/she has sufficient ability to satisfactorily perform the job within a reasonable period of time. (Effective 8-1-88).

Section 5. In the event of a surplus, employees shall be surplused according to the transfer agreement governing the job in question. Surplused employees who elect or are required to bump, shall first bump under terms of the transfer agreement applicable to the job from which they were surplused. If no job is available under this transfer agreement the bumping employee shall be offered open jobs for which he or she is qualified and which does not result in an upgrade. If there are no open jobs the employee shall bump the least senior employee in a non-appointive job in the bargaining unit provided he or she has the seniority and qualifications to do so and it does not result in an upgrade. (Effective 8-1-88)

Section 6. If the Company fails to issue a recall notice to an employee who was entitled to such notice under the provisions of Section 4, above, such employee shall receive pay for time lost by reason of the failure to notify; provided the employee was ready, able, and willing to return to work when work was available.

The amount of pay which an employee may receive under this Section 6 shall be the amount, if any, by which the employee's regular straight-time hourly earnings, which he or she would have been paid by the Company had he or she been recalled in proper order, exceeds the total gross wages which the employee received between the date he or she would have reported to work if properly recalled, and the date on which he or she returns to work.

An employee who is not issued a recall notice in accordance with Section 4, above, shall not be eligible for pay under this Section 6 if the employee fails to report for work in accordance with Appendix A, Section 1, Subsection C following issuance of a delayed recall notice. Failure to properly recall an employee under this Section shall not in any way adversely affect an employee's benefits under this contract, including vacation and holiday benefits.

Section 7. The Company shall have the exclusive right to discipline, suspend, or discharge employees for just cause. In case of a discharge, reasonable notice shall be given to the departmental committee member prior to the discharge. The union agrees a protest of discharge will be barred unless presented in writing under Step 2 of Article XV, Section 2

within five (5) working days after discharge of an employee. The Company agrees to make its final decision within five (5) working days after the written protest is submitted to the Company.

ARTICLE XX - PRODUCTION

Section 1. The Company and the Union recognize the principle of a fair day's work for a fair day's pay. Employees who repeatedly fail to meet normally expected production requirements shall be advised of such failure. The departmental committee shall also be informed. If the employee still fails to meet such requirements, except for the reasons beyond his or her control, the employee shall be subject to disciplinary action, including discharge.

Section 2. This Article XX shall not be used by the Company to institute a so-called "speed-up campaign". Production requirements shall be fairly established with quality of workmanship, efficiency of operations, and reasonable working capacities of normal operators being given consideration. Production requirements shall be determined on the basis of time study and basic standards.

Section 3. A dispute regarding disciplinary action by the Company under this Article XX shall be treated as a grievance under Article XV.

Section 4. The Union shall select three (3) qualified employees who shall be trained in time and motion study practices and procedures. These representatives may act for the Union together with the Union grievance committee in the investigation and handling of grievances as provided for in Section 3 above.

ARTICLE XXI - INSURANCE

Section 1. The following insurance plans as agreed to between the parties shall be maintained in effect from the date agreed upon for installation for the balance of the effective period of this Agreement.

For reference purposes the following numbered documents represent a description of the plans, however, such documents are not incorporated into this Agreement by reference. If these documents are renumbered in the future, such new numbers shall be automatically assigned to these documents, but the plan described by the documents shall not be changed.

Blue Cross/Blue Shield Aware Gold (Incl. MH/CD PPO).....	OS-151
Medica Choice.....	40000
Park-Nicollet Managed Care Plan	OS-156
Delta Dental Health Care	DDPM 150
Vision Care.....	2144600
Group Life Insurance (Basic)	MET26093G-A
Travel Accident Plan.....	SR 83, 178-R2
Long Term Disability	392237003
Weekly Indemnity	

ARTICLE XXIX – IMPLEMENTATION

Section 1. The Area Chief, Plant and Overall Stewards shall participate with Company representatives in the implementation of the single bargaining unit seniority system agreed to by the Company and the Union. In the event that issues are not resolved, such issues shall be resolved by the Joint Labor Management Overall Steering Committee. (Effective 2-1-88).

ARTICLE XXX – JOB POSTINGS

Section 1. Non-Appointive Jobs. Effective August 1, 1988 all future job openings for non-appointive jobs will be posted throughout the bargaining unit, including labor grade 10. All employees in non-appointive are eligible to lateral within the same plant by signing a job posting to an open job. The frequency of such lateral movement will be governed by the transfer agreement under which the posting employee is currently working.

Appointive Jobs. Effective August 1, 1988 all future job openings for appointive jobs will be posted throughout the bargaining unit. Appointive jobs will be filled in accordance with Article XIV Section 3 of the General Agreement (Effective 8-1-88).

ARTICLE XXXI – EXISTING TRANSFER AGREEMENTS

Section 1. All other provisions of current transfer agreements applicable to non-appointive and appointive jobs which provide for lateral movement between plants and within plants and for upgrade or downgrade movement between or within plants remain in effect. (Effective 8-1-88).

ARTICLE XXXII – STOCK OPTION PLAN

Section 1. The Honeywell Inc. Employee Stock Option Plan which is made available to employees of Honeywell International, from time to time by the Company shall be placed in effect under this Agreement under the same terms and conditions.

ARTICLE XXXII – DURATION

Section 1. This Agreement shall become effective 2-1-02 and shall remain in full force and effect up to midnight 1-31-07. This Agreement shall remain in full force and effect from year to year thereafter unless notice of intention to terminate or modify this Agreement is given sixty (60) days prior to 2-1-07 or any anniversary date thereafter. Notice to modify shall reopen the Agreement only with respect to the terms designated in such notice. Notice of termination or modification shall be in writing and shall be served on the Company at its principal office or on the Union at its principal office.

Section 2. The parties agree that during the term of this Agreement:

economic issues including fringe benefits shall not be subject for collective bargaining negotiations between the parties.

APPENDIX A – SENIORITY RULES

Section 1. Seniority shall be cumulative from the first day of employment with the Company. Such cumulative seniority shall be lost if the employee:

- A. Resigns voluntarily.
- B. Is discharged for just cause.
- C. Fails to report within three (3) work days after notice to report has been sent by registered mail to the last address according to the Company's records and employee does not give a satisfactory reason for failure to report.
- D. Has been continuously out of the service of the Company for two (2) years or a period of time greater than his or her accumulated seniority at the time of leaving the Company's service but not to exceed five (5) years. Employees on leaves of absence shall not be considered out of the service of the Company under this paragraph (D).

Section 2. Seniority shall be based on the most recent bargaining unit hire date of the following groups: (Effective 8-1-88)

01	Machine Shop
02	Cafeteria
04	Factory Timekeeper
06	Inspection
07	Maintenance Custodial
08	Metal Finish Plating
09	Metal Finish Spray
11	Photo Lab
13	Plastic Molding & Die Cast
14	Punch Press
19	MAvD Material Handling, Tool Handling & Model Shop
23	Factory Administrative Assistants
24	Tool Design
25	Tool Handling
26	Tool Room
27	Tool Room Crib Attend, Oilers & Sweepers
28	Oiler & Machine Cleaner
31	MAvD Tool Room
32	Stores-Mail Clerk & Stock Record Clerk
33	Model Shop - Model Makers, Machinists & Grinders
35	Model Shop - Plastic Molders
37	MAvD Maintenance Oiler
38	Assembly Joint Seniority Group
41	Electronic Specialists
42	MAvD Smock Room
47	Material Handling
73	Smock Room
81	Maintenance - Plumbers
82	Maintenance - Electricians
83	Maintenance - Machinist
84	Maintenance - Millwrights
85	Maintenance - Sheetmetal
86	Maintenance - Carpenters
87	Maintenance - Painters
88	Maintenance - Welders
89	Maintenance - Garage Attendant
90	Maintenance - Stationary Engineer
91	Maintenance - Refrigeration Mechanic
92	Maintenance - Oilers

Section 3. Employees promoted to Department Supervisor positions, Manufacturing and Assembly Management positions, and positions in the Human Resources Department shall retain and accumulate their seniority.

Such employees promoted prior to February 1, 1966, shall retain the seniority they have accumulated up to February 1, 1971, but shall not thereafter accumulate seniority. An employee promoted to such positions on or after February 1, 1966, shall continue to accumulate seniority for a maximum of five (5) years from the date of such promotion and shall thereafter retain but no longer accumulate seniority.

Section 4. Any employee in grade 8 or higher who is to be downgraded two (2) or more labor grades may elect to be laid off in lieu of being downgraded. An employee who accepts a layoff under this Section shall retain and accumulate his or her seniority for two (2) years or a period of time not greater than his or her accumulated seniority at the time of leaving the Company's service, but not to exceed five (5) years.

An employee on voluntary layoff may notify the Company of his or her desire to be recalled to any opening. Until the Company is so notified, such employee will only be offered recall to the job classification and Labor Grade from which the employee was laid off.

Following receipt of written notice by the Company an employee on voluntary layoff shall thereafter be treated as an employee on involuntary layoff. The employee shall not be eligible for recall until such time as the number of employees is being increased. When recalled the employee shall be placed on a job then open on the basis of his or her seniority. The employee shall not be permitted to displace employees with lesser seniority at the time of his or her recall.

If an insufficient number of employees on layoff accept recall, the Company may require employees who elected to be laid off in lieu of being downgraded to return to work within three (3) working days after receiving written notice from the Company, provided employees with the least seniority shall be recalled first.

The Company will not be financially liable for back pay claims, which may arise through errors in administering this Section 4, unless the employee properly appears in person to the appropriate person in the Human Resources Department and is refused a recall at that time to which he or she is otherwise entitled under this Section 4. (Effective 8-1-88).

Section 5. The parties agree that in each transfer agreement the Company and Union shall, at the request of either party, negotiate a shift preference collateral agreement. In negotiating such an agreement the Company and the Union representatives shall give consideration to the seniority of employees and the Company's production requirements. (Effective 8-1-88).

Section 6. The Company and the Union may mutually agree on exceptions to these Seniority Rules provided that such exceptions shall not affect the determination of any future cases.

Section 7. Seniority lists shall be furnished by the Company to the Union upon request but not more frequently than at ninety (90) day intervals. The Company shall furnish the Union each week with a list of employees recalled, laid off, and transferred.

APPENDIX B

Section 1. The wage rates for all jobs, except those jobs covered by Section 2, 3, 4, shall be listed below. The progression schedule provided for in this Section 1 shall be applicable to jobs covered by this Section 1 and Section 2 below.

BASIC PROGRESSION SCHEDULE

New Employee Rate	Wage Rates					Grade
Hired as Labor Grade 11	12/03/01	02/01/03	02/01/04	02/01/05	02/01/06	
1-11 Months	\$11,035	11,365	11,705	12,055	12,415	11
12 Months	12,790	13,170	13,570	13,980	14,400	
24 Months	13,635	14,045	14,465	14,895	15,345	

New Employee Rate
Hired as Labor Grade 10 or Higher
(Excludes 60 Day Review)

1-11 Months	\$11,035	11,365	11,705	12,055	12,415	10
12 Months	12,790	13,170	13,570	13,980	14,400	
24 Months	14,550	14,990	15,440	15,900	16,380	

*Continue Progression at 4 month rate if labor grade higher than 10

Progressing to a Labor Grade 10 or higher	\$13,635	14,045	14,465	14,895	15,345	11
2 Months After	13,695	14,105	14,525	14,965	15,415	10
3 Months After	14,550	14,990	15,440	15,900	16,380	
4 Months After	14,575	15,015	15,465	15,925	16,405	
5 Months After	15,110	15,560	16,030	16,510	17,010	9
6 Months After	15,185	15,645	16,115	16,595	17,095	
7 Months After	15,215	15,675	16,145	16,625	17,125	
8 Months After	16,115	16,595	17,095	17,605	18,135	8
9 Months After	16,195	16,685	17,185	17,705	18,235	
10 Months After	16,240	16,730	17,230	17,750	18,280	
11 Months After	16,775	17,275	17,795	18,325	18,875	7
12 Months After	16,825	17,325	17,845	18,385	18,935	
15 Months After	16,895	17,405	17,925	18,465	19,015	
18 Months After	17,920	18,460	19,010	19,580	20,170	6
21 Months After	18,010	18,550	19,110	19,680	20,270	
25 Months After	18,060	18,600	19,160	19,730	20,320	
29 Months After	18,580	19,140	19,710	20,300	20,910	5
33 Months After	18,625	19,185	19,765	20,355	20,965	
37 Months After	18,655	19,215	19,795	20,385	20,995	
41 Months After	19,130	19,700	20,290	20,900	21,530	4
45 Months After	19,170	19,750	20,340	20,950	21,580	
51 Months After	19,270	19,850	20,450	21,060	21,690	
57 Months After	20,455	21,065	21,695	22,345	23,015	3
63 Months After	20,560	21,180	21,820	22,470	23,140	
69 Months After	20,665	21,285	21,925	22,585	23,265	
75 Months After	21,955	22,615	23,295	23,995	24,715	2
81 Months After	22,070	22,730	23,410	24,110	24,830	
87 Months After	22,175	22,845	23,535	24,245	24,975	
93 Months After	23,840	24,560	25,300	26,060	26,840	1
99 Months After	24,000	24,720	25,460	26,220	27,010	

The grading of a job covered by this Section 1 shall not be changed by the Company and shall not be subject to the grievance procedure by the Union unless there is a substantial change in the duties of the job after the last anniversary of this Agreement. The change in duties shall not be considered a substantial change unless it is sufficient to result in a change of a labor grade. The question of whether or not a substantial change in duties, within the meaning of this paragraph, has occurred shall be subject to the grievance procedure.

As new jobs covered by this Section 1 are established, such jobs shall be graded. Disputes regarding proper gradings for new jobs shall be subject to the grievance procedure. This paragraph shall not be applicable to the jobs covered under Sections 2, 3, and 4 below.

Section 2. Wage rates for all jobs set forth in this Section 2 are negotiated rates and are not subject to job evaluation and shall not be changed during the effective period of this Agreement. The Basic Progression Schedule set forth in Section 1, above, shall be applicable to jobs listed below. In those cases where a job rate does not correspond with any wage rate on the Basic Progression Schedule, the progression time required to reach that job rate shall be the same as the progression time required to reach the nearest wage rate contained on the Basic Progression Schedule. If a job rate is equidistant between two wage rates on the Basic Progression Schedule, the wage rate with the shortest progression time shall be used.

APPENDIX B NEGOTIATED RATE JOBS

		Wage Rates					
Job Code	Job Title	12/03/01	02/01/03	02/01/04	02/01/05	02/01/06	Grade
A. ASSEMBLY DEPARTMENTS:							
All Codes	Auto. Assembly Mach. Opr	\$ 15,165	15,645	16,115	16,595	17,095	9
20036	Avionics Assembler	16,825	17,325	17,845	18,385	18,935	7
17201	Operator-Electro Mechanical	16,890	17,400	17,920	18,460	19,010	X7
27004	Electro Mechanical Builder	17,720	18,250	18,800	19,360	19,940	OA
17153	Assembler Watchmaker	18,060	18,600	19,160	19,730	20,320	X6
All Codes	Grp.Ldr.-5X	19,120	19,690	20,280	20,890	21,520	5X
27005	Electronic Technician	19,150	19,720	20,310	20,920	21,550	OB
27122	Electronic Troubleshooter	19,310	19,890	20,490	21,100	21,730	OC
All Codes	Grp.Ldr.-4X	19,535	20,125	20,725	21,345	21,985	4X
27126	Assembly Electronic Technician	19,920	20,520	21,140	21,770	22,420	CS
75338	Grp. Ldr.-Elect. Technician	20,460	21,070	21,700	22,350	23,020	BX
75339	Grp. Ldr.-Elect. Troubleshooter	20,675	21,295	21,935	22,595	23,275	CX
27006	Electronic Troubleshooter	20,675	21,295	21,935	22,595	23,275	OD
27009	CAP-Elect. Troubleshooter	20,675	21,295	21,935	22,595	23,275	OD
77113	Grp.Ldr.-Elect. Technician	21,230	21,870	22,530	23,210	23,910	CG
75468	Grp.Ldr.-Electronics	21,915	22,575	23,255	23,955	24,675	OX
75479	CAP-Grp.Ldr.-Elect. Troubleshooter	21,915	22,575	23,255	23,955	24,675	OX
B. ASSEMBLY ELECTRONIC SPECIALISTS:							
17350	Electronic Specialist	20,400	21,070	21,700	22,350	23,020	14
27000	Elect. Specialist T.S.P.-Digital	20,675	21,295	21,935	22,595	23,275	13
75450	Grp.Ldr.-Electronics-T.S.P.	20,675	21,295	21,935	22,595	23,275	13
75286	Grp.Ldr.-Electronics-Digital	20,675	21,295	21,935	22,595	23,275	13
75287	Grp.Ldr.-T.S.P.-Digital	21,875	22,535	23,215	23,915	24,635	12

Job Code	Job Title	Wage Rates					Grade
		12/03/01	02/01/03	02/01/04	02/01/05	02/01/06	
C. CAFETERIA WORKERS-DEPT. 43:							
73070	General Help	\$ 13.635	14.045	14.465	14.895	15.345	11
73071	Head Salad Maker	13.635	14.045	14.465	14.895	15.345	11
73072	Head Sandwich Maker	13.635	14.045	14.465	14.895	15.345	11
73073	Cashier	13.635	14.045	14.465	14.895	15.345	11
73074	Assistant Cook	13.755	14.165	14.585	15.025	15.475	C2
73075	Cook	14.615	15.055	15.505	15.975	16.455	C1

D. INSPECTION ASSEMBLY-DEPT.69:

27007	Electro-Mechanical Insp.	17.720	18.250	18.800	19.300	19.940	QA
All Codes	Inspector-Electrical	18.625	19.185	19.765	20.355	20.965	5
27008	Inspector-Electronic Tech.	19.150	19.720	20.310	20.920	21.550	08
77179	Grp.Ldr.-Insp.Dev. Tech.	19.310	19.890	20.490	21.100	21.730	15
27123	Insp. Elect. Troubleshooter	19.310	19.890	20.490	21.100	21.730	OC
27125	Inspector-Electronic Technician.....	19.920	20.520	21.140	21.770	22.420	CS
77104	G.L.-Insp. Electronic Tech.	20.400	21.070	21.700	22.350	23.020	BX
27124	Insp.-Electronic T.S.	20.675	21.295	21.935	22.595	23.275	OD
77105	G.L.-Inspector Elect. T.S.	20.675	21.295	21.935	22.595	23.275	CX
77115	G.L.-Insp.Electronic Technician.....	21.230	21.870	22.530	23.210	23.910	CG
77106	G.L.-Inspector T.S.	21.915	22.575	23.255	23.955	24.675	DX
77112	Vacuum Maint. Tech. G.L.	25.455	26.215	27.005	27.815	28.645	OV
77113	Vac.Maint.Tech. G.L.(Coord.)	26.205	26.995	27.805	28.635	29.495	VC

E. INSPECTION MFG.-DEPT.69:

51070	Inspector-Manufacturing	18.645	19.265	19.785	20.375	20.955	CC
51071	Inspector-Manufacturing	20.280	20.890	21.520	22.170	22.840	Q4
77107	Insp.-Sub-Contract Work	20.780	21.400	22.040	22.700	23.380	QM
77108	G.L.-MFG.Inspection	20.780	21.400	22.040	22.700	23.380	QM
77109	G.L.-MFG.Inspection	21.620	22.270	22.940	23.630	24.340	Q3

F. INSPECTION TOOL-DEPT.69:

51202	Insp.New Tools,Gages,Fixtures	24.000	24.720	25.460	26.220	27.010	91
51226	Insp.New Tools,Gages,Fixtures	24.000	24.720	25.460	26.220	27.010	91
77100	Grp.Ldr.-Tool Inspection	25.040	25.790	26.560	27.360	28.180	90

G. MACHINE SHOP-DEPT.11:

30005	Opr-Drill Burr Tapping	16.205	16.905	17.135	17.815	18.115	09
30004	Mach Opr-Misc. & Bellows	16.825	17.325	17.845	18.385	18.935	C7
30003	SU Opr Misc. Machines	18.045	19.205	19.785	20.375	20.985	B6
77907	G.L. Su Opr TS Misc. mach.	19.205	19.785	20.375	20.985	21.615	B8
77910	G.L. Su Opr TS Misc. mach.	19.505	20.095	20.695	21.315	21.955	B6
30006	Su Opr Maint CNC ASM Mach.	20.280	20.890	21.520	22.170	22.840	A4
30005	Su Opr TS CNC ASM Mach.	20.780	21.400	22.040	22.700	23.380	A8
30009	Su Opr Maint CNC ASM Mach.	21.050	21.680	22.330	23.000	23.690	A3
30610	Su Opr TS CNC ASM Mach.	21.550	22.200	22.870	23.560	24.270	AC
77906	G.L. Su TS CNC ASM Mach.	21.620	22.270	22.940	23.630	24.340	AA
30611	G.L. Su TS CNC ASM Mach.	22.390	23.060	23.750	24.460	25.190	AM

Job Code	Job Title	Wage Rates					Grade
		12/03/01	02/01/03	02/01/04	02/01/05	02/01/06	
H. MAINTENANCE-DEPT.73:							
28101	Custodian	14.550	14.990	15.440	15.900	16.380	10
02601	Groundskeeper	15.185	15.645	16.115	16.595	17.095	9
02611	Opr. Paper Baler-Incinerator...	15.185	15.645	16.115	16.595	17.095	9
28002	Custodian-Opr. Gas Pow.Scrubber	15.185	15.645	16.115	16.595	17.095	9
00005	Oil-Maintenance(MAVD)	15.215	15.675	16.145	16.625	17.125	9A
02605	Stationary Engineer D	16.195	16.685	17.185	17.705	18.235	8
03370	Refrigeration Mechanic Helper	16.195	16.685	17.185	17.705	18.235	8
56052	Opr.Maint. Grds. Maint. Equip.	16.825	17.325	17.845	18.385	18.935	7
02610	Oil	16.825	17.325	17.845	18.385	18.935	7
03343	Grp.Ldr.-Custodian	16.825	17.325	17.845	18.385	18.935	7
03371	Refrigeration Mechanic Attenu	16.825	17.325	17.845	18.385	18.935	7
03597	Stationary Engineer C	16.825	17.325	17.845	18.385	18.935	7
51326	Garage Attendant Helper	16.825	17.325	17.845	18.385	18.935	7
01829	Attendant-Company Garage...	18.010	18.550	19.110	19.680	20.270	6
76007	Grp.Ldr.-Custodian	18.010	18.550	19.110	19.680	20.270	6
76253	Grp.Ldr.-Oil	18.010	18.550	19.110	19.680	20.270	6
02649	Electrician B	18.600	19.220	19.800	20.390	21.000	25
02666	Plumber B	18.600	19.220	19.800	20.390	21.000	25
28001	Stationary Engineer B	19.295	19.875	20.475	21.085	21.715	29
28004	Stationary Engineer Chief B	21.815	22.465	23.135	23.825	24.535	28
02686	Carpenter A	23.145	23.865	24.605	25.365	26.155	24
02702	Welder	23.145	23.865	24.605	25.365	26.155	24
02717	Millwright	23.145	23.865	24.605	25.365	26.155	24
02741	Painter A	23.145	23.865	24.605	25.365	26.155	24
03154	Stationary Engineer A	23.260	23.960	24.680	25.420	26.180	27
20395	Welder (Certified)	23.290	23.990	24.710	25.450	26.210	26
02633	Machinist A	23.430	24.150	24.890	25.650	26.440	23
02652	Electrician A	23.430	24.150	24.890	25.650	26.440	23
02669	Plumber A	23.430	24.150	24.890	25.650	26.440	23
02733	Sheet Metal A	23.430	24.150	24.890	25.650	26.440	23
65000	Refrigeration Mechanic	23.430	24.150	24.890	25.650	26.440	23
70004	G.L. Chief A Boiler Rmk(GV)	23.770	24.480	25.210	25.970	26.750	22
02744	Grp. Ldr. Painter	23.895	24.615	25.355	26.115	26.895	21
02688	Grp Ldr. Carpenter	23.895	24.615	25.355	26.115	26.895	21
02719	Grp Ldr. Millwright	23.895	24.615	25.355	26.115	26.895	21
02655	Grp Ldr. Electrician	24.180	24.910	25.660	26.430	27.220	20
02672	Grp. Ldr. Plumber	24.180	24.910	25.660	26.430	27.220	20
02735	Grp.Ldr. Sheet Metal	24.180	24.910	25.660	26.430	27.220	20
03278	Grp. Ldr. Machinist	24.180	24.910	25.660	26.430	27.220	20
76252	Grp.Ldr. Refrig. Mechanic	24.180	24.910	25.660	26.430	27.220	20
28006	Electrical Technologist	25.455	26.215	27.005	27.815	28.645	69
70005	G.L. Electrical Technologist	26.225	27.015	27.825	28.655	29.515	68

Wage Rates

Job Code	Job Title	12/03/01	02/01/03	02/01/04	02/01/05	02/01/06	Grade
I. MAT'L HDLG. TOOL HDLG. MODEL SHOP-MAVD-DEPT. 58 & 59:							
55101	Trucker- Hand Dock	16.825	17.325	17.845	18.365	18.935	7
26618	Crib Attendant	18.010	18.550	19.110	19.680	20.270	6
31000	Crib Attendant - Model Shop	18.010	18.550	19.110	19.680	20.270	6
56300	Driver Station Wagon or Van	18.010	18.550	19.110	19.680	20.270	6
70040	Saw Operator-Tank Units	18.010	18.550	19.110	19.680	20.270	6
70125	Stock Selector-Power Equip.	18.065	18.605	19.165	19.735	20.325	17
76638	Grp.Ldr. - 5M	19.165	19.735	20.325	20.935	21.565	5M
76639	Grp.Ldr. - 4X	19.535	20.125	20.725	21.345	21.985	4X

J. MATERIAL HANDLING - DEPT. 47:

55029	Dockworker-Ship & Rec.	16.825	17.325	17.845	18.365	18.935	7
55025	Packer-Shipping Clerk	18.010	18.550	19.110	19.680	20.270	6
56300	Driver Station Wagon or Van	18.010	18.550	19.110	19.680	20.270	6
70025	Opr.- Shear-Slitter-Bakelite Saw.....	18.010	18.550	19.110	19.680	20.270	6
All Codes	Stock Selector-Power Equip.	18.065	18.605	19.165	19.735	20.325	17
76640	Grp.Ldr.-5M	19.165	19.735	20.325	20.935	21.565	5M
76641	Grp.Ldr.-4X	19.535	20.125	20.725	21.345	21.985	4X

K. METAL FINISH SPRAY - DEPT. 18:

02314	Packer and Packer	15.185	15.645	16.115	16.595	17.095	9
02353	Painter-Dipper & Oven Attn.	15.185	15.645	16.115	16.595	17.095	9
02383	Attendant-Spray Room	15.185	15.645	16.115	16.595	17.095	9
18861	Mix Paints,Maint.Work Area, Gun's, Equip.	16.195	16.685	17.185	17.705	18.235	8
21680	Opr.Apply & Set Coating Solution	16.195	16.685	17.185	17.705	18.235	8
29900	Oven & Misc. Equip. Opr.	16.195	16.685	17.185	17.705	18.235	8
29902	SU Maint.-Powder Coating Equip.	16.825	17.325	17.845	18.365	18.935	7
02377	G.L.-Maint. Gun Repair,etc.	16.885	17.395	17.915	18.455	19.005	58
22801	SU,Maint.-Silk Screen Mach	16.885	17.395	17.915	18.455	19.005	58
26670	Opr. Parts Marking & Spray Equip.	16.885	17.395	17.915	18.455	19.005	58
02354	Sprayer	17.785	18.315	18.865	19.435	20.015	57
80750	Line Leader-Spray	18.070	18.610	19.170	19.750	20.340	55
29901	Line Leader- Powder Coating	18.070	18.610	19.170	19.750	20.340	55
75470	G.L. Sprayer, Auto Spray B & Oven E	19.060	19.630	20.220	20.830	21.450	53
75474	G.L. Sprayer, Auto Spray B & Oven E	19.060	19.630	20.220	20.830	21.450	53
75475	G.L. Sprayer, Auto Spray B & Oven E	19.060	19.630	20.220	20.830	21.450	53

L. METAL FINISH PLATING-DEPT.19:

01011	Packer & Packer Plating	15.185	15.645	16.115	16.595	17.095	9
02317	Repair - Plating Equip.	16.195	16.685	17.185	17.705	18.235	8
02304	Plater	18.625	19.185	19.765	20.355	20.965	56
02324	Maintenance Plating Equip.	18.625	19.185	19.765	20.355	20.965	56
18860	Repairs Department Equip.	18.625	19.185	19.765	20.355	20.965	56
75392	Group Leader	18.625	19.185	19.765	20.355	20.965	5
02310	Polisher	19.170	19.750	20.340	20.950	21.580	59
75471	G.L. Plating Maintenance	19.485	20.065	20.665	21.285	21.925	54
75472	G.L. Plating Maintenance	19.485	20.065	20.665	21.285	21.925	54
75473	G.L. Plating Maintenance	19.485	20.065	20.665	21.285	21.925	54

Wage Rates

Job Code	Job Title	12/03/01	02/01/03	02/01/04	02/01/05	02/01/06	Grade
M. MODEL SHOPS-DEPT. 83:							
02893	Oiler & Machine Cleaner	15.185	15.645	16.115	16.595	17.095	9
03228	Setup & Opr. Molding Equip.	18.645	19.205	19.785	20.375	20.965	88
00709	Model Maker-Class C	19.220	19.800	20.390	21.000	21.630	74
00710	Model Maker Machinist	19.220	19.800	20.390	21.000	21.630	74
24350	Setup & Opr. Welder -T.S.	19.220	19.800	20.390	21.000	21.630	74
02885	Tool & Gage Grinder C	19.220	19.800	20.390	21.000	21.630	74
70061	Grinder - Parts and Tools	19.220	19.800	20.390	21.000	21.630	74
00711	Model Shop Machinist	20.580	21.200	21.840	22.500	23.160	73
03223	Heat Treater & Welder	21.905	22.565	23.245	23.945	24.665	87
20698	Heat Treater & Mil.Cert. Welder	22.070	22.730	23.410	24.110	24.830	86
00713	Model Maker Class B	22.100	22.760	23.440	24.140	24.860	72
03080	Tool & Gage Grinder B	22.100	22.760	23.440	24.140	24.860	72
03145	Model Maker Class A	24.000	24.720	25.460	26.220	27.010	71
03618	Tool & Gage Grinder A	24.000	24.720	25.460	26.220	27.010	71
76509	Grp.Ldr. Model Shop	25.000	25.750	26.520	27.320	28.140	70
76507	Programmer-N/C Equip.	25.455	26.215	27.005	27.815	28.645	69

N. OILER & MACHINE CLEANER:

02190	Oiler & Mach. Cleaner	15.215	15.675	16.145	16.625	17.125	9A
02192	Oiler & Mach. Cleaner D	15.215	15.675	16.145	16.625	17.125	9A
03173	Oiler & Mach. Cleaner Plastic Mold	15.215	15.675	16.145	16.625	17.125	9A

O. PLASTIC MOLDING & DIE CAST -Dept. 20:

02453	Su,Opr, Maint, Plastic Mold Mach	18.685	19.245	19.825	20.415	21.025	46
02454	Su, Opr, TS Plastic Mold	18.685	19.245	19.825	20.415	21.025	45
03275	Su Opr Maint. Die cast	18.685	19.245	19.825	20.415	21.025	45
26660	Opr. Rubber Mill & Extrusion Press....	18.685	19.245	19.825	20.415	21.025	45
26675	Su/Opr Maint Press/Clean Molds-Dies	18.685	19.245	19.825	20.415	21.025	45
29300	Su Opr TS Powder Metal Mach	18.685	19.245	19.825	20.415	21.025	45
03202	Su Opr TS Die Cast	19.230	19.810	20.400	21.010	21.640	44
29301	Su Opr TS Powder Metal Mach	19.230	19.810	20.400	21.010	21.640	44
29302	SU/Opr/TS Multislid Auto Mold Mach	19.230	19.810	20.400	21.010	21.640	44
29304	Lead Troubleshooter	19.230	19.810	20.400	21.010	21.640	44
29312	SU Opr TS Machines	19.775	20.365	20.975	21.605	22.255	47
29303	Primary TS Man. & Auto Mach	20.620	21.240	21.880	22.540	23.220	43
29314	Primary TS Man. & Auto Mach	21.165	21.795	22.445	23.115	23.805	42

Job Code	Job Title	Wage Rates					Grade
		12/03/01	02/01/03	02/01/04	02/01/05	02/01/06	
P. PHOTO LAB - DEPT. 64:							
59840	Photo Lab Clerk	15.350	15.810	16.280	16.770	17.270	89
01538	Op. Photostatic & Copyflex Mach.	16.825	17.325	17.845	18.385	18.935	7
01539	Photo Finisher	18.625	19.185	19.765	20.355	20.965	5
03600	Photolithographer	19.200	19.780	20.370	20.980	21.610	84
73001	Photographer - Finisher	19.200	19.780	20.370	20.980	21.610	84
01540	Photographer - Outside	20.640	21.260	21.900	22.560	23.240	83
73000	Photographer - Avionics	22.295	22.965	23.655	24.365	25.095	82
73002	Photographer	22.295	22.965	23.655	24.365	25.095	82
73003	G.L. Photo Lab Production	22.295	22.965	23.655	24.365	25.095	82
03413	G.L. Photographer-Photo Lab	24.660	25.400	26.160	26.940	27.750	81

Q. PUNCH PRESS - DEPT. 10:

29202	SU & Opr. Punch Press (Die Cast)	18.010	18.550	19.110	19.680	20.270	6
29203	Su & Opr. Punch Press (Forming & Job Shop)	18.010	18.550	19.110	19.680	20.270	6
29204	Su, Opr. Maint. TS Punch Press (Form & Job Shop)	18.025	19.165	19.705	20.355	20.965	5
29109	SU, Opr. TS Multi-slide Presses, All Types	19.170	19.750	20.340	20.950	21.580	4
29110	Su, Opr. TS All Types Presses (Air Cleaner)	19.170	19.750	20.340	20.950	21.580	4
29112	SU, Opr. All Types Presses (G.V.)	19.170	19.750	20.340	20.950	21.580	4
29113	Su, Opr. All Types Presses (Die Cast)	19.170	19.750	20.340	20.950	21.580	4
29115	Su, Opr. All Types Presses (G.V. Forming)	19.170	19.750	20.340	20.950	21.580	4
29117	Su Opr. TS All Types Presses (Mudcr Shop)	19.170	19.750	20.340	20.950	21.580	4
29116	Su Opr. TS All Types Presses (Die Repair)	19.170	19.750	20.340	20.950	21.580	4
29119	Su Opr. TS Die-Name Punch Press (G.V.)	19.170	19.750	20.340	20.950	21.580	4
29107	Su Opr. TS All Types Presses (G.V.)	20.560	21.180	21.820	22.470	23.140	3
29108	Su Op TS Multislide Presses-All Types	20.560	21.180	21.820	22.470	23.140	3

H. TIMEKEEPER

02510	Factor, Timekeeper	16.825	17.325	17.845	18.385	18.935	7
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S. TOOL HANDLING - DEPT. 67:

51625	Towel Attendant	14.550	14.950	15.440	15.900	16.300	10
82252	Smock Room- Crib Attendant	15.185	15.645	16.115	16.595	17.095	9
02476	G.L. - Smock Room	16.825	17.325	17.845	18.385	18.935	7
76782	G.L. - Smock Room	16.825	17.325	17.845	18.385	18.935	7
26603	Crib Attendant	18.065	18.605	19.165	19.735	20.325	17
18856	Repair Opr. Stop Watches, Dial Ind, Die Heads	19.220	19.800	20.390	21.000	21.630	18
76642	G.L. - 5M	19.165	19.735	20.325	20.935	21.565	5M
76643	G.L. - 4X	19.535	20.125	20.725	21.345	21.985	4X

Job Code	Job Title	Wage Rates					Grade
		12/03/01	02/01/03	02/01/04	02/01/05	02/01/06	
T. TOOL ROOM-MAVD-DEPT. 66:							
00021	Tool & Die Maker Class C	19.220	19.800	20.390	21.000	21.630	74
00022	Special Products Machinist	19.220	19.800	20.390	21.000	21.630	74
00926	Manufacturing Tool Grinder	19.220	19.800	20.390	21.000	21.630	74
02885	Tool & Gage Grinder Class C	19.220	19.800	20.390	21.000	21.630	74
70182	Operator - Jig Bore	20.580	21.200	21.840	22.500	23.180	73
03223	Heat Treater & Welder	21.905	22.565	23.245	23.945	24.665	87
00025	Tool & Die Maker Class B	22.100	22.760	23.440	24.140	24.860	72
03080	Tool & Gage Grinder Class B	22.100	22.760	23.440	24.140	24.860	72
76500	G.L.-Heat Treat & Weld	22.220	22.890	23.580	24.290	25.020	85
70181	Jig bore Specialist	24.000	24.720	25.460	26.220	27.010	71
70180	Opr. Rotary Head Milling Mach	24.000	24.720	25.460	26.220	27.010	71
03159	Tool & Die Maker Class A	24.000	24.720	25.460	26.220	27.010	71
03618	Tool & Gage Grinder Class A	24.000	24.720	25.460	26.220	27.010	71
00932	G.L.-Tool & Gage Grinder	25.000	25.750	26.520	27.320	28.140	70
02024	G.L.-Tool & Die Maker	25.000	25.750	26.520	27.320	28.140	70

U. TOOL ROOM-DEPT 66:

00909	Sweeping & Oiler	15.185	15.645	16.115	16.595	17.095	9
02893	Oiler & Machine Cleaner	15.185	15.645	16.115	16.595	17.095	9
01668	Oiler & Maintenance	16.195	16.685	17.185	17.705	18.235	8
00911	Attendant-Tool Crib	16.825	17.325	17.845	18.385	18.935	7
00916	Grinder- Surface	16.825	17.325	17.845	18.385	18.935	7
00923	G.L. Tool Crib	19.170	19.750	20.340	20.950	21.580	4
00924	Tool & Die Maker Class C	19.220	19.800	20.390	21.000	21.630	74
00926	Manufacturing Tool Grinder	19.220	19.800	20.390	21.000	21.630	74
00927	Tool Room Machinist	19.220	19.800	20.390	21.000	21.630	74
02885	Tool & Gage Grinder Class C	19.220	19.800	20.390	21.000	21.630	74
00933	Tool Room Machinist	20.580	21.200	21.840	22.500	23.180	73
00939	Tool & Die Maker Class B	22.100	22.760	23.440	24.140	24.860	72
03080	Tool & Gage Grinder Class B	22.100	22.760	23.440	24.140	24.860	72
76601	Short Run Specialist T.S.	22.100	22.760	23.440	24.140	24.860	72
02851	Maintenance Machinist	22.200	22.870	23.560	24.270	25.000	75
20540	Welder-Heat Treater	23.145	23.865	24.605	25.365	26.155	24
70181	Jig Bore Specialist	24.000	24.720	25.460	26.220	27.010	71
00937	Checker (Dies, Gages & Tools)	24.000	24.720	25.460	26.220	27.010	71
01699	Tool & Die Maker Class A	24.000	24.720	25.460	26.220	27.010	71
03618	Tool & Gage Grinder Class A	24.000	24.720	25.460	26.220	27.010	71
70180	Rotary Head Milling Machine Spec	24.000	24.720	25.460	26.220	27.010	71
76002	G.L. Tool & Die Maker jig Bore	25.000	25.750	26.520	27.320	28.140	70
00932	G.L. Tool & Gage Grinder	25.000	25.750	26.520	27.320	28.140	70
00941	G.L. Tool & Die Maker	25.000	25.750	26.520	27.320	28.140	70
02024	G.L. Tool & Die Maker	25.000	25.750	26.520	27.320	28.140	70
03756	G.L. Check, Tryout & Repair Dies etc.	25.000	25.750	26.520	27.320	28.140	70
76508	Programmer - N/C Equipment	25.455	26.215	27.005	27.815	28.645	69
31001	Electronic Toolmaker	25.455	26.215	27.005	27.815	28.645	69

Section 3. The wage rates and progression schedules in the Tool Design Department are negotiated and are not subject to job evaluation. They shall be as follows and shall not be changed during the effective period of the current Agreement.

Job Code	Job Title	Wage Rates					Grade
		12/03/01	02/01/03	02/01/04	02/01/05	02/01/06	
A. TOOL DESIGN - DEPT. 65:							
73050	G.L. - Tool Designer	26.405	27.195	28.015	28.855	29.725	76
02502	Class A Tool Designer						77
	Minimum	22.210	22.880	23.570	24.280	25.010	
	Maximum	25.455	26.215	27.005	27.815	28.645	
02503	Class B Tool Designer						78
	Minimum	19.175	19.755	20.345	20.955	21.585	
	Maximum	22.200	22.870	23.560	24.270	25.000	
02506	Class C Tool Designer						79
	Minimum	16.895	17.405	17.925	18.465	19.015	
	Maximum	19.175	19.755	20.345	20.955	21.585	
02504	New Employee Rate (1-11 Months)	11.035	11.365	11.705	12.055	12.415	80
	(12 Months)	12.790	13.170	13.570	13.980	14.400	
	(24 Months)	14.550	14.990	15.440	15.900	16.380	
	After Completion of New Employee Rate						
	4 Months After	14.575	15.015	15.465	15.925	16.405	
	5 Months After	15.110	15.560	16.030	16.510	17.010	
	6 Months After	15.185	15.645	16.115	16.595	17.095	
	7 Months After	15.215	15.675	16.145	16.625	17.125	
	8 Months After	16.115	16.595	17.095	17.605	18.135	
	9 Months After	16.195	16.685	17.185	17.705	18.235	
	10 Months After	16.240	16.730	17.230	17.750	18.280	
	11 Months After	16.775	17.275	17.795	18.325	18.875	
	12 Months After	16.825	17.325	17.845	18.385	18.935	
	15 Months After	16.895	17.405	17.925	18.465	19.015	

Consideration of advancement into next class for learner 1 ? to 2 years. With experience, a learner may start at a higher rate, and thereafter consideration time for advancement into the next class will be reduced accordingly. Rates of new employees hired in Class A,B, or C will be reviewed thirty (30) and ninety (90) days after starting.

The classification and rate schedule (in the Tool Design Department only) shall be applied as follows:

- Employees hired as learners shall advance in accordance with the step-up schedule set forth in this section.
- Advancement within classifications or promotions from one classification to another of employees in either Classes A,B, or C shall be on the basis of merit.
- Employees classified in the A, B, or C classification shall be reviewed at intervals not exceeding six (6) months, and during such reviews consideration shall be given to employee's eligibility for advancement within the applicable classification or for promotion.

- Any employee hired into Classes A, B, or C shall be reviewed within ninety (90) days after the first date of employment and shall on the basis of such review be classified in accordance with his or her ability to do the work to which he or she is assigned.

Section 4. The wage rates and progression schedules for the jobs listed below are negotiated rates and are not subject to job evaluation. They shall be as follows, and shall not be changed during the effective period of the current Agreement.

		Wage Rates					
Job Code	Job Title	12/03/01	02/01/03	02/01/04	02/01/05	02/01/06	Grade
A. FACTORY ADMINISTRATIVE ASSISTANT							
	New Employee Rate						
	(1 - 11 Months)	11.035	11.365	11.705	12.055	12.415	
	(12 Months)	12.790	13.170	13.570	13.980	14.400	
	(24 Months)	14.550	14.990	15.440	15.900	16.380	
	After Completion of New Employee Rate						
	4 Months After	14.575	15.015	15.465	15.925	16.405	
	5 Months After	15.110	15.560	16.030	16.510	17.010	
	6 Months After	15.185	15.645	16.115	16.595	17.095	
	7 Months After	15.215	15.675	16.145	16.625	17.125	
	8 Months After	16.115	16.595	17.095	17.605	18.135	
	9 Months After	16.195	16.685	17.185	17.705	18.235	
	10 Months After	16.240	16.730	17.230	17.750	18.280	
	11 Months After	16.775	17.275	17.795	18.325	18.875	
73000	12 Months After	16.825	17.325	17.845	18.385	18.935	7
73003	Factory Coordinator	16.685	17.245	17.825	18.415	19.025	50
B. MAIL CLERK & STOCK RECORD CLERK-DEPT.58:							
55432	Mail Clerk	14.990	15.440	15.900	16.380	16.880	10
51603	Maintenance Stock Record Clerk	15.185	15.645	16.115	16.595	17.095	9

Section 5. Effective August 1, 1988 employees transferred from one job to another within the same transfer agreement shall be transferred without a change in rate if the two jobs have the same rate. Except as otherwise provided in Section 6 below, employees upgraded in the same transfer agreement to a job having a higher rate of pay shall receive an increase of one progression step provided the employee has sufficient service at the top rate of his or her former job to qualify for this increase in accordance with the applicable step-up schedule. When an employee is upgraded by appointment to Group Leader, Line Leader or setup job, the employee shall receive an increase of at least one full grade, but in no case shall the employee receive a rate less than one (1) grade below that to which he or she is assigned.

If an employee becomes transferred to a lower rated job within the same transfer agreement, when the employee again becomes transferred to a higher rated job in that transfer agreement the employee shall be paid at the highest rate on the progression schedule previously held in the transfer agreement, to the maximum of the job rate.

Employees who voluntarily transfer to jobs in the same transfer agreement which have a lesser rate of pay shall receive the top rate for that job provided the job rate does not exceed the employee's personal

rate as of the date of transfer, subject to the provisions of Section 6, below.

If the effective date or actual transfer date of an employee upgrading to a higher paying job is a Monday, Tuesday, or Wednesday, the employee's new rate begins on Monday of the same week. If the effective date or actual transfer date is Thursday or Friday, the employee's new rate begins on Monday of the following week. "Effective date" is defined as five (5) working days after the fill date. The "fill date" is included in the five (5) working days. The term fill date is two (2) working days after the posting is taken down from the bulletin board. For appointive upgrades the nearest Monday to the date of actual transfer is the date the pay changes become effective. (Effective 8-1-88)

Section 6. Effective August 1, 1988 a sixty (60) day review is given to an eligible employee for the purpose of determining to what extent he or she has demonstrated that the previous experience and/or trades training claimed on his or her application form is directly applicable to his or her new job assignment. An employee may incorporate in his or her application form job experience or trades training acquired while on layoff, or trades training received at an accredited school while in the employ of the Company, by notifying the Company in writing that he or she has acquired such experience or trades training.

The following employees who have successfully completed at least six (6) months of trades training at an accredited school (173 hours of trades training shall equal one month) or who have claimed on their application form at least six (6) months of previous experience which is directly applicable to their new job assignment shall receive a sixty (60) day review.

- A. New employees hired into jobs in Grade 9 or higher. New employees hired into jobs in Grade 10 or 11 shall receive the contract starting rate as set forth in Appendix B, Section 1, and shall progress to the wage rate of the job for which they are hired.
- B. Employees upgraded within their transfer agreement at least two (2) labor grades at one time to a job in Grade 8 or higher.
- C. Employees transferred from one transfer agreement to a job in Grade 9 or higher in another transfer agreement.
- D. Employees on layoff who are rehired for a job in Grade 9 or higher in a transfer agreement other than the agreement from which they were laid off.

An employee shall not receive progression credit (1) more than once for the same experience or trades training, or (2) in excess of the directly applicable previous experience and/or trades training, for which he or she is given credit. An employee who receives more than one (1) sixty (60) day review under this Section 6, may receive credit for directly applicable previous experience and/or trades training which was not credited in previous sixty (60) day reviews.

At the conclusion of any sixty (60) day review provided for in this Section 6, the Department Supervisor shall set the employee's wage rate. The wage rate may be left unchanged, increased or reduced. Any

increase in rate shall be made retroactive to the beginning of the sixty (60) day review period.

The Department Supervisor shall notify the Union Departmental Steward of the rate to be assigned an employee at the conclusion of a sixty (60) day review before notifying the employee of his or her rate.

If an issue is to be raised by the Union on a rate assigned to an employee at the conclusion of any sixty (60) day review provided for in this Section 6, a written grievance must be presented to the Department Supervisor within ten (10) calendar days after the Departmental Steward has been notified of the employee's rate.

The provisions of this Section 6 shall apply to employees hired as Tool or Model Maker Bench employees or New Tool Grinders who are assigned a starting rate in progression to Grade 4, but shall not apply to such employees hired into Grade 4 or higher or upgraded under the Tool Room or Grinding Test Agreement. Under Tool Room and Grinding Test Agreements, any increases in rates shall be made retroactive to the beginning of a sixty (60) day review. (Effective 8-1-88)

Section 7. Effective February 1, 1988 employees who are involuntarily downgraded due to surplus shall retain the pay rate held at the time of being downgraded for one year or until they are able to sign and secure a job at the same or higher rate, whichever is sooner.

If after such year the employee has not secured a job at the same or higher rate that he or she held at the time of being downgraded his or her rate shall be reduced under the current provisions as spelled out in this Appendix B, Section 7 of the General Agreement as follows:

The employee shall receive the wage rate for the lower job if such rate is one (1) labor grade or less below his or her former rate.

If the lower rated job is more than one (1) labor grade below the employee's former rate, he or she shall receive a wage rate one (1) labor grade below his or her former rate and retain that rate for four (4) months and thereafter will be downgraded one (1) labor grade at four (4) month intervals, retaining each wage rate for a period of four (4) months until he or she reaches the wage rate for the job to which he or she was transferred.

If an employee receives the wage rate for the lower rated job to which he or she was transferred for a period in excess of four (4) months, his or her wage rate, if again transferred to a lower rated job, shall be retained in accordance with parts "A" and "B" above.

Downgrading following a temporary upgrading of less than thirty (30) days, voluntary downgrading, and downgrading as a result of inability to do assigned work shall not be covered by this Section 7.

Any employee in progression, who is eligible under this Section 7 for rate protection on downgrading, shall receive reductions in rate based on three (3) progression steps. (Effective 2-1-88).

Section 8. The company shall furnish to the Union copies of the job write-ups and shall, upon request, furnish the wage rate and job number of individual employees.

Section 9. Employees temporarily upgraded for any portion of a day shall be paid at the proper progression rate for all hours worked in that day.

Employees temporarily upgraded for less than twenty (20) hours in a work week shall accumulate credited hours. When such an employee accumulates twenty (20) hours on a temporary upgrade, the employee shall receive, in the work week in which the twenty (20) hour total is reached, the proper progression rate for forty (40) hours or the number of hours worked in that week on the upgraded job, whichever is greater. Employees working on a temporary upgrade in a week in which the twenty (20) hour total is reached will not receive credit toward a new twenty (20) hour accumulation for any hours worked on the temporary upgrade in that work week.

Employees temporarily upgraded who leave the department before they have accumulated twenty (20) hours shall receive the proper progression rate for forty (40) hours.

LETTER AGREEMENTS

The following letter agreements were negotiated by Honeywell International and the Local 1145 Negotiating Committee during the 1970 negotiations as part of the general contract settlement.

December 1, 1969

Mr. William H. Tyler
President
Local 1145
2636 Portland Avenue South
Minneapolis, MN 55407

Dear Bill:

This letter will document our discussions in regard to Appendix B, Section 1 of the General Agreement.

The Section reads as follows:

"The grading of a job covered by this Section 1 shall not be changed by the Company and shall not be subject to the grievance procedure by the Union unless there is a substantial change in the duties of the job after the last anniversary of this Agreement. The change in duties shall not be considered a substantial change unless it is sufficient to result in a change of a labor grade. The question of whether or not a substantial change in duties, within the meaning of this paragraph, has occurred shall be subject to the grievance procedure.

As new jobs covered by this Section 1 are established, such job shall be graded. Disputes regarding proper gradings for new jobs shall be subject to the grievance procedure. This paragraph shall not be applicable to the jobs covered under Section 2.3, and 4 below."

The Company's interpretation of this Section is:

1. If there is no change in the job since the last anniversary date of the Agreement, the grading shall not be changed.
2. If the change in duties since the last anniversary date is not a substantial one; that is, sufficient to result in a change of a labor grade as the Agreement states, the grading shall not be changed. However a job could change to the extent that the point total will change up or down but the job will still remain in the same labor grade. These points will be added to the job description of the job.

This new point total shall then be the point total for the job. If the job changes again so as to raise the point total into the next labor grade, then the job rating shall be raised. This will occur whether or not the next change occurs in the same contract year.

Very truly yours,
B.J. Walker
Industrial Relations Manager
Minneapolis

BJW/aec

December 2, 1969

Mr. William H. Tyler
President
Local 1145
2636 Portland Avenue South
Minneapolis, MN 55407

Dear Bill:

This letter will document the oral understanding reached during negotiations in regard to the Company's medical facilities and nurse coverage in the Minneapolis operations.

It is the Company's position that our medical facilities are entirely adequate by all standards of industrial medicine and since we have recently added a full-time medical director, our program is in an even stronger position. If, however, the Union feels there are specific problem areas that need attention, the Company is willing to discuss this matter with the Union.

Very truly yours,
B.J. Walker
Industrial Relations Manager
Minneapolis

BJW/aec

December 2, 1969

Mr. William H. Tyler
President
Local 1145
2636 Portland Avenue South
Minneapolis, MN 55407

Dear Bill:

This letter will document the agreement reached during negotiations in regard to the Time and Attendance Record and expired demerits.

The company will no longer use the back of the Time and Attendance Record to record comments relating to discipline. Any comments of this nature will be recorded on a new form that will be provided. The new form will be kept in the employee's departmental personnel folder so as to maintain confidentiality.

Demerits that have expired will be filed only in the employee's central personnel file.

Very truly yours,
B.J. Walker
Industrial Relations Manager
Minneapolis

BJW/aec

December 31, 1969

Mr. William H. Tyler
President
Local 1145
2636 Portland Avenue South
Minneapolis, MN 55407

Dear Bill:

This letter will confirm the oral understandings reached on the following two items during contract language negotiations.

1. Eligibility for ECR and suggestion system programs will be changed to include all bargaining unit employees. Eligibility rules will be in accordance with those presently established for O&T employees. This was listed as Item 79 during contract language negotiations.
2. Agreement 93 will be incorporated in the Contract. This was listed as Item 80 during contract language negotiations.

Very truly yours,
B.J. Walker
Manager, Industrial Relations
Minneapolis

BJW/aec

The following letter agreements were negotiated by Honeywell Inc. and the Local 1145 Negotiating Committee during the 1982 negotiations as part of the general contract settlement.

January 6, 1982

Mr. William H. Tyler
Secretary-Treasurer
and Mr. James A. Holte
President
Teamsters Local 1145
2636 Portland Avenue South
Minneapolis MN 55407

Gentlemen:

This letter will document our discussion during negotiations in regard to Union proposal number 17.

The Company is interested in improving the current system for handling negotiated rates which is contained in Appendix B, Sections 2, 3, and 4 of the current Collective Bargaining Agreement. It is understood, such new or improved systems must provide against unwarranted increases on negotiated job rates. Accordingly, the Company is willing to meet with the Union within 60 days after conclusion of general negotiations for the purpose of establishing a Joint Labor-

Management Committee to develop a system for measuring changes in and properly evaluating rates of pay for negotiated jobs. After reaching agreement on such new system, any dispute between the parties regarding a pay rate of a negotiated job shall be subject to the grievance and arbitration procedure contained in the Collective Bargaining Agreement.

Very truly yours,
G.H. Lynch, Director
Factory Employee Relations
Minneapolis

GHL:shm

January 12, 1982

Mr. William H. Tyler
Secretary-Treasurer
and Mr. James A. Holte
President
Teamsters Local 1145
2636 Portland Avenue South
Minneapolis, MN 55407

Gentlemen:

This letter will document our discussion during negotiations in regard to Union proposal number 19A, and supersedes the letter dated February 1, 1980 regarding Worker Compensation and Weekly Indemnity Interface. Our new policy will be as follows:

Upon notification of a work-related injury or illness Honeywell will promptly process a Worker's Compensation claim.

A Worker's Compensation claim which is not denied within 14 days of receipt of notice of the injury or illness by Honeywell will be paid subject to later denial after further investigation. Weekly Indemnity will not be paid until any claim for Worker's Compensation has been denied or for any period Worker's Compensation is being paid.

Where a Worker's Compensation claim is initially paid, but upon subsequent investigation denied, the injury or illness will be retroactively treated as a Weekly Indemnity claim, but any Weekly Indemnity payments due will be reduced by the amount of the Worker's Compensation payments made prior to the denial of the Worker's Compensation claim. If there is any remaining overpayment of Worker's Compensation, it will be handled through payroll deduction.

Where a Worker's Compensation claim is denied within the 14 day period, the injury or illness will be treated as a Weekly Indemnity claim if the employee signs an "Indemnity Agreement" to permit repayment of the duplicate Weekly Indemnity payments, should his Worker's Compensation claim later be accepted. Repayment will be handled through payroll deduction.

Very truly yours,
G.H. Lynch, Director
Factory Employee Relations
Minneapolis

GHL:br

January 13, 1982

Mr. William H. Tyler
Secretary-Treasurer
and Mr. James A. Holte
President
Teamsters Local 1145
2636 Portland Avenue South
Minneapolis, MN 55407

Gentlemen:

This letter will confirm the agreement reached between the parties during negotiations in settlement of Union proposal number 20.

Flextime is a work scheduling system which allows employees to choose the time at which they start and end their work day within guidelines established by individual departments. Each department must design a system to meet its specific production needs. It is used only in departments where the particular business conditions permit.

In conjunction with the above definition of flextime, the Company agrees to meet with the Union soon after completion of contract negotiations to establish a Joint Labor/Management Committee for the purpose of discussing the feasibility of implementing flextime work scheduling in the Minneapolis factories.

Very truly yours,
G.H. Lynch, Director
Factory Employee Relations
Minneapolis

January 26, 1982

Mr. William H. Tyler
Secretary-Treasurer
and Mr. James A. Holte
President
Teamsters Local 1145
2636 Portland Avenue South
Minneapolis, MN 55407

Gentlemen:

In response to Union Demand No. 22, page 11, programs which will provide incentive awards of any value to employees in the bargaining unit, will be the subject of negotiations between the appropriate Company and Union representatives prior to their implementation.

Very truly yours,
G.H. Lynch, Director
Factory Employee Relations
Minneapolis

GHL:shm

January 29, 1982

Mr. William H. Tyler
Secretary-Treasurer
and Mr. James A. Holte
President
Teamsters Local 1145
2636 Portland Avenue South
Minneapolis, MN 55407

Gentlemen:

The following procedures will be implemented and strictly adhered to with respect to subcontracting in the Honeywell Minneapolis Operations under the jurisdiction of Teamsters Local 1145:

1. Responsibility for the decision to subcontract will be centralized as follows:
The Maintenance Superintendent must authorize all subcontracting of maintenance work. The Toolroom Superintendent must authorize all subcontracting of toolroom work. All other subcontracting must be approved by the Divisional Director of Production or the Manager of Production.
2. The Division Labor Relations Representative must be notified by supervision before work is subcontracted.
3. The Department Supervisor will notify the Union Committee before work is subcontracted and will further give considerations to their thoughts and recommendations.
4. City-wide quarterly meetings of management personnel in the major areas (Maintenance, Toolroom, Machine Shop, Punch Press, Molding-Die Cast, Model Shop, Tool Design and Metal Finish) will be held to discuss and coordinate manpower and subcontract requirements.
5. Department Supervisors will hold quarterly meetings with their departmental Union Committee to review work loads and potential subcontracting.
6. Annually, or more often if necessary, the Division Managers of Production will meet with Union leaders and review new capability plans.
7. The Division Labor Relations Representative will coordinate with the other Divisions in Minneapolis before any surplus is implemented.

Very truly yours,
G.H. Lynch, Director
Factory Employee Relations
Minneapolis

tions

GHL:br

January 29, 1982

Mr. William H. Tyler
Secretary-Treasurer
and Mr. James A. Holte
President
Teamsters Local 1145
2636 Portland Avenue South
Minneapolis, MN 55407

Gentlemen:

Effective immediately each Location Manager will be responsible for assuring compliance with the existing agreements and procedures regarding subcontracting. This will insure that Departmental Supervision is keeping their respective Union Committees involved in subcontract activity prior to actually subcontracting and also insure that Supervision gives adequate consideration to the Union Committees thoughts and recommendations.

To further insure the existing letters are being properly implemented, the Location Manager will meet, as necessary, with the appropriate Union representatives to review the agreements and procedures.

Very truly yours,
G.H. Lynch, Director
Factory Employee Relations
Minneapolis

GHL:br

January 30, 1982

Mr. William H. Tyler
Secretary-Treasurer
and Mr. James A. Holte
President
Teamsters Local 1145
2636 Portland Avenue South
Minneapolis, MN 55407

Gentlemen:

Honeywell Inc. and Teamsters Local 1145 have recognized the need to improve the quality of worklife and productivity of the Minneapolis factory operations, through the establishment of the Joint Labor/Management Overall Steering Committee. It is the intent to further pursue such efforts by continuing the functions of the current Overall Steering Committee.

Very truly yours,
G.H. Lynch, Director
Factory Employee Relations
Minneapolis

The following letter agreement was negotiated by Honeywell Inc. and the Local 1145 Negotiating Committee during the 1984 negotiations as part of the general contract settlement.

February 4, 1984

Mr. William H. Tyler
Secretary-Treasurer
and Mr. James A. Holte
President
Teamsters Local 1145
2636 Portland Avenue South
Minneapolis, MN 55407

Gentlemen:

This letter will serve to document the Company's agreement with the Union proposal regarding quality, productivity, competitive position and education and training initiatives.

Section 1.

The Company and Union recognize: 1) the need for a continuously increasing priority on the development of the human resources within the bargaining unit in order to improve productivity, quality, provide job opportunities and to facilitate the Company's ability to compete; 2) the need for employees to experience on a continuing basis changes in technology, automation, government regulation and competitive improvements which are accompanied by opportunities for each employee to maintain employment security in the bargaining unit and 3) the need to improve the competitive position of the factories.

Section 2.

The Joint Labor/Management Overall Steering Committee shall organize and direct the operation of the Honeywell-Teamsters Local 1145 quality, productivity, education and training initiatives for the purpose of addressing additional areas that adversely affect the Company and the Union's ability to further improve competitive position and job security.

Section 3.

The provisions of this letter shall in no way operate to limit, modify or reduce rights of an employee or the Company under the Collective Bargaining Agreement or the supplementary agreements.

Very truly yours,
G.H. Lynch
Director
Factory Employee Relations
Minneapolis

GHL:lo

The following letter agreement was negotiated by Honeywell Inc. and the Local 1145 Negotiating Committee during the 1988 negotiations as part of the general contract settlement.

January 29, 1988

Mr. William H. Tyler
Secretary-Treasurer
and Mr. James A. Holte
President
Teamsters Local 1145
2636 Portland Avenue South
Minneapolis, MN 55407

Gentlemen:

This letter will serve to confirm the agreement reached in negotiations with Local 1145 on January 29, 1988, effective contingent on agreement on a "single" bargaining unit wide seniority system, relative to a restatement of Honeywell's policy with respect to subcontracting.

When a layoff occurs in the bargaining unit we will take immediate steps to call back any subcontract work which is outstanding and which has previously been performed by bargaining unit employees. We will not let out pending subcontract orders for such work. Whether or not this policy can be adhered to in each individual case will depend upon many factors, some of which are listed below:

We, of course, must have available the equipment, tools, machines and materials necessary for the assembly or manufacturing processes involved. We must have the technical "know how" to do the work. There are instances when we subcontract because we do not have or have not perfected the necessary assembly or manufacturing processes or techniques which are required.

The cancellation of outstanding subcontracting orders cannot be handled by any formula due to the many variables involved. Order sizes may be reduced, orders not started may be cancelled. On the other hand where an order has been started it may be entirely impractical to cancel it. For instance, where we have contracted for Operations 1, 2, and 3 it may be entirely out of order to stop the process at the vendors and pick up the interrupted sequences in our shop. Another example would be where we have let out as a package the manufacture and assembly of a device or component. In most instances, such a package subcontract would not permit us to take back the assembly or manufacturing phase of the order because a layoff has occurred. By and large, we must give consideration to the vendor's right, based on our commitment to finish the current order.

Very truly yours,
Jon D. Blackstone
Director
Factory Human Resources
Minneapolis

(Effective 8-1-88)
JDB:br

The following letter agreements were negotiated by Honeywell Inc. and the Local 1145 Negotiating Committee during the 1990 negotiations as part of the general contract settlement.

February 9, 1990

Mr. William H. Tyler
Secretary-Treasurer
and Mr. James A. Holte
President
Teamsters Local 1145
2636 Portland Avenue South
Minneapolis, MN 55407

Gentlemen:

This letter will document the Company's position regarding the effects on Honeywell employees represented by Teamsters Local 1145 in the event efforts to sell a Honeywell Division results in a divestiture from Honeywell.

It is the Company's intent that the buyer(s) will, subject to the agreement of the union as the lawful representative of the transferring employees, assume the terms and conditions, or their equivalent, of the collective bargaining agreement and pension agreement between Honeywell and Teamsters Local 1145 at the closing date as the agreements would apply to the transferring employees.

With such an assumption, an employee working in or who is on layoff or leave (other than an employee receiving benefits for permanent disability under the Long Term Disability Plan or the Honeywell Pension Plan) from a divested business, who is offered a comparable job or continuation of his/her layoff or leave, will be transferred to the new company with the seniority he/she had on the closing date. If an employee in a divested unit is not offered a comparable job or a continuation of his/her layoff or leave, such employee will be treated as a surplus employee by Honeywell under the collective bargaining agreement.

If a transferred employee who is actively employed by the new company on the closing date is later involuntarily laid off by the new company, the employee may, for a period equal to his/her seniority on the closing date, with a minimum of two (2) years and maximum of five (5) years after the closing date, resign his/her employment with the new company and exercise his/her cumulative seniority previously earned at Honeywell and with the new company to return to Honeywell, with such seniority, and displace the least senior Honeywell employee, to whom he/she is senior, on whose job he/she is qualified to perform.

An employee displacing the least senior employee under the above paragraph, will be eligible for the pay protection provided in Appendix B, Section 7 of the then current collective bargaining agreement.

If, on the closing date, a transferred employee of a divested business is on layoff status from the business, and not actively employed elsewhere in Honeywell, his/her employment shall transfer to the new company. However, if he/she is not recalled by the new company within the applicable time period set out above, the employee may at any time within such time period resign his/her employment status with the new company and exercise his/her combined seniority at Honeywell as provided above.

If, on the closing date, a transferred employee of a divested business is on leave of absence, his/her employment shall transfer to the new company. However, if he/she is not reinstated to active employment by the new company upon the expiration of such leave, he/she may resign employment status with the new company and exercise his/her combined service as provided above, regardless of the time the leave expires.

Sincerely,
G.H. Lynch
Vice President
Industrial Relations/Minneapolis Human Resources

February 10, 1990

Mr. William H. Tyler
Secretary-Treasurer
and Mr. James A. Holte
President
Teamsters Local 1145
2636 Portland Avenue South
Minneapolis, MN 55407

Gentlemen:

The Company and the Union have agreed to work jointly to improve the Quality of Work Life and productivity of the Minneapolis factory operations as documented in the January 30, 1982 letter regarding Quality of Work Life and productivity and the February 4, 1984 letter regarding quality, productivity, competitive position and education and training initiatives. The Company and Union recognize the need to continue these initiatives and hereby agree to meet jointly during the year of 1990 to develop a plan to improve the competitiveness of the Minneapolis factories and to enhance employment security for Honeywell employees.

Sincerely,
G.H. Lynch
Vice President,
Industrial Relations and
Minneapolis Human Resources

February 22, 1990

Mr. William H. Tyler
Secretary-Treasurer
and Mr. James A. Holte
President
Teamsters Local 1145
2636 Portland Avenue South
Minneapolis, MN 55407

Gentlemen:

This letter will serve to confirm the understanding reached in 1990 Negotiations that the Company agrees to work jointly to develop a standard form to document subcontract discussions between the Company and the Union.

Very truly yours,
Jon D. Blackstone
Director
Factory Human Resources
Minneapolis

The following letter agreements were negotiated by Honeywell Inc. and the Local 1145 Negotiating Committee during the 1991 negotiations as part of the general contract settlement.

February 1, 1991

Mr. William H. Tyler
Secretary-Treasurer
and Mr. James A. Holte
President
Mr. Robert A. Heilig
Vice President
Teamsters Local 1145
2636 Portland Avenue South
Minneapolis, MN 55407

Gentlemen:

This will confirm our position regarding an employee who is a member of the National Guard or any Armed Forces Reserve unit who is on active duty during the current Persian Gulf crisis. Such employee will be paid the difference between his or her straight time hourly wage and total military pay for regularly scheduled work time lost while on active duty for a maximum of six calendar months. Such employee will also, for a period of twelve months after the beginning of active military service continue to be covered by Honeywell basic life insurance and may also, upon payment of the monthly premium continue any supplemental life insurance, in which he or she was enrolled at the time their active duty began for a twelve month period. During this twelve month period, such employee may also continue medical coverage for dependents for which he or she was enrolled at employee premium rates.

Sincerely,
M.O. McEnelly
Director
Factory Human Resources
Minneapolis

MOM/klc

The following letter agreement was negotiated by Honeywell Inc. and the Local 1145 Negotiating Committee during the 1998 negotiations as part of the general contract settlement.

Mr. William H. Tyler, Secretary-Treasurer
Mr. James A. Holte, President
Mr. James Hagberg, Vice President
Teamsters Local 1145
2635 University Avenue West Suite 110
St. Paul, MN 55114

Gentlemen:

This letter will document the understanding reached between Honeywell Inc. and Teamsters Local 1145 in 1998 negotiations.

Honeywell Inc. and Teamsters Local 1145 reaffirm the joint commitment to quality of worklife and productivity as documented in the letter dated January 30, 1982, reaffirm the joint commitment to quality, productivity, competitive position and education and training initiatives as documented in the letter dated February 4, 1984 and further agree to extend these commitments to include the joint development of methods to gain greater operational flexibility to improve customer responsiveness and enhance asset utilization.

Very truly yours,
John P. Morris
Vice President
Employee Relations

The following letter agreement was negotiated by Honeywell International and the Local 1145 Negotiating Committee during the 2001-02 negotiations as part of the general contract settlement.

November 14, 2001

Mr. James A. Holte, Secretary-Treasurer
Mr. Genaro Ayala, President
Ms. Nancy Sims, Vice President
TEAMSTERS LOCAL 1145
2635 University Avenue West Suite 110
St. Paul, MN 55114

Dear Local 1145 Officials:

This letter will document our agreement to increase reimbursement for adoption expense in response to Union proposal #25 in 2001-02 general contract negotiations.

The Company will reimburse regular full-time and regular part-time employees the actual and reasonable expenses incurred as a direct result of an adoption, up to a maximum of \$3000 per child.

Expenses include adoption agency fees, placement fees, attorney's fees, and other required legal expenses, medical charges for prospective parents when physical examinations are required by the adoption source, medical expenses of the child's natural mother when an agreement to pay pregnancy expenses has been formalized prior to the child's birth, and temporary foster care charges immediately preceding placement of the child with the adopting family.

Benefits will be paid after the final adoption is legalized.

Reimbursement will be made only for adoption expenses actually paid by the employee and not reimbursed from any other source. Travel expenses are not included.

If both parents are employed by Honeywell and both are eligible for coverage, only one benefit per family for each adopted child will be paid.

Spouse adoptions (children of prior marriages) are included in this coverage, whether the adopting parent is the employee or a non-employee spouse of that employee.

Sincerely,

George H. Glasser
Manager, Labor Relations
Minneapolis Operations

November 12, 2001

Mr. James A. Holte, Secretary-Treasurer
Mr. Genaro Ayala, President
Ms. Nancy Sims, Vice President
TEAMSTERS LOCAL 1145
2635 University Avenue West Suite 110
St. Paul, MN 55114

Dear Local 1145 Officials:

This letter will document our discussions in 2001-02 general contract negotiations in regard to Union proposal #29 and Company proposal #8.

The Company and the Union are interested in improving the process for appointive job selection under the terms of Article XIV, Section 3 of the current Collective Bargaining Agreement. It is understood that such an improved process must not provide for a dilution of selection standards. Accordingly, the Company and the Union agree to charter a Joint Labor-Management Team to develop improvements to the appointive job selection process. The Secretary-Treasurer and President of Local 1145 along with the Director of Factory Human Resources will be responsible for selecting the Team members and kicking off the Team Process. Within 90 days after the conclusion of general negotiations this joint labor-management team is expected to submit recommendations to the Joint Labor-Management Overall Steering Committee for approval. These recommendations are expected to include a method for calculating a time and attendance deviation rate for appointive jobs, generic requirements for appointive positions and training and/or educational requirements that will enhance the effectiveness of people assigned to appointive jobs. We believe that a joint-labor management approach would be in our mutual interests in order to improve the competitive position of the Minneapolis Operations. This letter is not intended to limit the rights of the parties under the terms of the General Agreement.

Sincerely,

George H. Glasser
Manager, Labor Relations
Minneapolis Operations

November 14, 2001

Mr. James A. Holte, Secretary-Treasurer
Mr. Genaro Ayala, President
Ms. Nancy Sims, Vice President
TEAMSTERS LOCAL 1145
2635 University Avenue West Suite 110
St. Paul, MN 55114

Dear Local 1145 Officers:

This letter will serve to confirm the agreement reached between the parties during negotiations regarding severance.

Honeywell will provide severance in the event of a restructuring of Honeywell's business operations or relocation of any product lines or devices. The number of severance packages will be equal to the number of Local 1145 positions eliminated as a result of the restructuring or relocation of product lines or devices.

In order to minimize the impact of the relocation or restructuring on 1145 bargaining unit employees, Honeywell will seek volunteers based on seniority from throughout the 1145 bargaining unit. The acceptance of volunteers will be determined by Honeywell, controlled in such a manner so that the replacement employees who remain are qualified to perform the remaining work. Such determination shall include designating the order in which volunteers are to be terminated. Any employee accepted for severance will not be eligible to sign job postings. 1145 bargaining unit employees who are laid off as a result of the restructuring or relocation of product lines or devices will be eligible for the benefits described in this Agreement provided they also meet the following additional conditions.

- a. Bargaining unit volunteers who are actively at work, have seniority, work until they are terminated by Honeywell and execute a General Release of Claims in the form provided by Honeywell will be eligible to receive the benefits described herein.
- b. Bargaining unit volunteers who have seniority and are on medical leave are eligible to receive benefits described within 30 days of the date when they would have otherwise been terminated had they been actively at work, provided they execute the General Release of Claims, in the form provided by Honeywell.
- c. Bargaining unit volunteers who have seniority and who subsequently go on medical leave or on Worker's Compensation, are eligible to receive benefits described in this Settlement Agreement within 30 days of the date when they would have otherwise been terminated had they been actively at work, provided they execute the General Release of Claims in the form provided by Honeywell.
- d. Bargaining unit employees who are not actively at work and do not elect benefits under this Settlement Agreement in accordance with the above shall be treated as specified in the collective bargaining agreement, and shall not have their benefits determined under this Settlement Agreement.

All bargaining unit employees who elect to receive the benefits described in this Letter Agreement shall be deemed to have terminated their seniority rights under Appendix A, Section 1.a. of the collective bargaining agreement, including service under the Pension Plan, as of their termination date. The termination date of bargaining unit employees who accept severance benefits shall be their last day actively at work. The termination date of bargaining unit employees who have seniority and are on medical leave or layoff, shall be the date on which their notification to Honeywell of their election of benefits under this Letter Agreement is received by Honeywell.

Bargaining unit volunteers shall not be entitled to the benefits described in this Letter Agreement until they are actually terminated. Bargaining unit employees who accept other jobs with Honeywell shall not be entitled to the benefits described in this Letter Agreement.

Terminated bargaining unit employees who meet the above eligibility requirements, shall be entitled to the following benefits:

Severance Payments

Honeywell and the Union anticipate that severance payments will be provided as follows: The lump sum severance payment is calculated by multiplying the employee's straight time rate of pay for the employee's regular job classification as of their termination date times 40 hours times the terminated employee's total full years of seniority under the collective bargaining agreement as of the employee's termination date with Honeywell.

Employees shall receive this lump sum severance payment within twenty calendar days after their employment termination date or after the date Honeywell receives an executed copy of the Release of Claims, whichever is later.

Insurance Continuation

Insurance covered under the terms of Article 22, of the Collective Bargaining Agreement for the terminated employee and eligible dependents, as described in the collective bargaining agreement will not be continued. Terminated employees may continue group medical insurance for up to an additional eighteen months, upon their payment of 102% of the full group premium for such employees and their eligible dependents, in conformity with the federal COBRA law. Terminated employees who are eligible to retire will be eligible for retiree medical in accordance with the terms of the applicable plan.

Pension Benefits

Employees shall receive Pension benefits in accordance with the provisions of the Pension Plan, including retiree medical.

401K Plan

Employees may elect to receive distribution of their account balances into the Honeywell Plan in accordance with the provisions of the Plan.

Vacation Payments

Employees on the payroll who work until permanently terminated by Honeywell shall be eligible to receive vacation benefits as described in Article IX (entitled "Vacations") of the collective bargaining agreement. Employees shall receive lump sum payment of all vacation pay to which they are entitled, within two weeks of their employment termination date.

This agreement is in full settlement of all issues which were or might have been the subject of bargaining between Honeywell and the Union with respect to the restructuring or relocation of any product lines or devices. Consequently, it is agreed by Honeywell, the Union and the employees whom the Union represents that no further bargaining will be required of Honeywell or the Union or the employees it represents. The Union for itself and Honeywell for itself hereby knowingly and willingly waive discharge and release all their statutory, common law, contractual and other claims which each may have against the other arising out of the collective bargaining agreement concerning any event which triggers the payment of severance under this agreement.

Each bargaining unit employee for himself/herself by signing the General Release of Claims hereby knowingly and willingly waives, discharges and releases all claims (except claims for State Unemployment or State Workers' Compensation benefits) which each may have against Honeywell or Union arising out of the collective bargaining agreement.

Sincerely,

Michael Sweet, Director Mpls. Factory Human Resources

November 14, 2001

Mr. James A. Holte, Secretary-Treasurer
Mr. Genaro Ayala, President
Ms. Nancy Sims, Vice President
TEAMSTERS LOCAL 1145
2635 University Avenue West Suite 110
St. Paul, MN 55114

Dear Local 1145 Officers:

In response to the concerns the Union has expressed in 2001-02 general contract negotiations with respect to the conversations surrounding Union proposal #26, the Company intends to start a new apprenticeship program for tool makers in January, 2002. This letter is not intended to limit the rights of the parties under the terms of the General Agreement.

Sincerely,

George H. Glasser
Manager, Labor Relations
Minneapolis Operations

November 28, 2001

Mr. James A. Holte, Secretary-Treasurer
Mr. Genaro Ayala, President
Ms. Nancy Sims, Vice President
TEAMSTERS LOCAL 1145
2635 University Avenue West Suite 110
St. Paul, MN 55114

Dear Local 1145 Officers:

This letter will serve to re-affirm and strengthen the commitment of Honeywell and Teamsters Local 1145 to joint labor-management cooperation by enhancing the competitive position of each Minneapolis operation as discussed in 2001-02 general contract negotiations.

The Company and the Union agree that our number one mutual priority is to be competitively responsive to customers. We understand that we can achieve this goal only if we continuously improve quality and productivity. We further agree that such continuous improvement is necessary in order to provide the terms and conditions of employment that meet the expectations of the bargaining unit.

The Company and the Union agree that alignment of business objectives and employee interests can be achieved by a joint labor management committee to focus on mutual gains through workforce engagement.

The Company and the Union agree to work together to explore any and all methods to enhance the efficiency and flexibility of each Minneapolis operation to meet the global competitive challenge.

This letter is not intended to alter the rights of the parties under the General Agreement.

Sincerely,

George H. Glasser
Manager, Labor Relations
Minneapolis Operations

December 1, 2001

Mr. James A. Holte, Secretary-Treasurer
 Mr. Genaro Ayala, President
 Ms. Nancy Sims, Vice President
 TEAMSTERS LOCAL 1145
 2635 University Avenue West Suite 110
 St. Paul, MN 55114

Dear Local 1145 Officers:

In settlement of Union proposal #14 in 2001-02 general contract negotiations, the Company and the Union agree to the following:

Current employees who had been previously involuntarily transferred from Honeywell as a result of the 1990 divestiture and were later rehired will have their Honeywell service combined for the purposes of vacation and the Honeywell service award program.

Sincerely,

George H. Glasser
 Manager, Labor Relations
 Minneapolis Operations

2002

January 2002							February 2002							March 2002						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
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														31						
April 2002							May 2002							June 2002						
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28	29	30					26	27	28	29	30	31		23	24	25	26	27	28	29
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October 2002							November 2002							December 2002						
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HONEYWELL INTERNATIONAL
Sweet
V. Schenkel
O. Schenkel

R. J. Crompton
 M. M. Crompton
 Linda Johnson

Ernst J. Bank

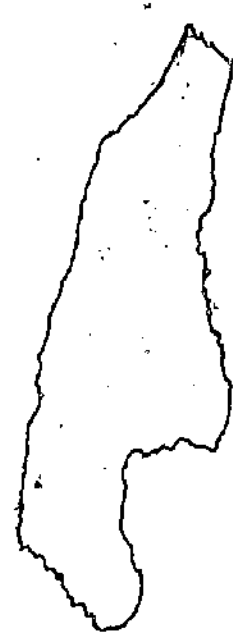
L. H. Glaser

James H. Lewis

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James M. Lewis
 John B. B. B.
 John B. B. B.
 Al Veldy
 M. B. B. B.
 John Veldy
 Mark Whelton

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AGREEMENT SUMMARY SHEET

Return the completed form to: Agreements Section
Research Department
International Brotherhood of Teamsters
25 Louisiana Avenue, NW
Washington, D.C. 20001

LOCAL # 1145

TITAN Employer Number 008368501

Complete name and worksite address of employer
(include division name)

Honeywell International, Inc
1985 Douglas Dr No.
Golden Valley, MN 55422

Parent company name (if known)

Honeywell International Inc

Description of work/business performed at the
location under agreement (i.e bakery, grocery ware-
house, electronics manufacturer, school, etc.)

Manufacture / Industrial

Effective date 1-31-02 (Midnight)

Expiration date 1-31-07 (Midnight)

Is this the first agreement? ☐ YES ☒ NO

Bargaining unit size 2025

Is this employer signed to a national, regional, local
or company master agreement? ☐ YES ☐ NO

If so, what agreement and supplements?

Does this employer do business under a different
name? ☐ YES ☒ NO

If so, what name?

Please check the appropriate trade division or
industry for this employer:

- ☐ Carhaul
- ☐ Bakery and Laundry Conference
 - ☐ manufacturing
 - ☐ wholesale
 - ☐ laundry
- ☐ Building Material and Construction Trade Division
 - ☐ general construction agreements
 - ☐ waste/recycling/scrap
 - ☐ building materials manufacturing
 - ☐ building materials distribution and retail
 - ☐ moving and storage
- ☐ Dairy Conference
 - ☐ manufacturing
 - ☐ wholesale/distribution
- ☐ Freight Division
- ☒ Industrial Trades Division
 - ☒ manufacturing
 - ☐ car/truck rental
 - ☐ automotive related industries
 - ☐ parking industry
- ☐ Airline Division
- ☐ Motion Picture and Theatrical Trades Division
- ☐ Newspaper, Magazine and Electronic Media Division
- ☐ Port Division
- ☐ Parcel and Small Package Division
- ☐ Trade Show and Convention Division
- ☐ Brewery and Soft Drink Workers Conference
 - ☐ manufacturing
 - ☐ distribution
- ☐ Tank Haul Division
- ☐ Public Services Division
 - ☐ state, county, local and regional authorities
 - ☐ federal agreements
 - ☐ schools
 - ☐ bus drivers for schools (private)
 - ☐ healthcare
- ☐ Warehouse Division
 - ☐ general warehouse agreements
 - ☐ distribution or grocery agreements
 - ☐ food processing agreements
- ☐ none